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ANALOG FLIGHT SIMULATOR CAREER LADDER, AFSCS 34133, 34153, AND --ETC(U)  
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# OCCUPATIONAL SURVEY REPORT

(Final)

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ANALOG FLIGHT SIMULATOR CAREER LADDER

AFSCs 34133, 34153, and 34173

AFPT 90-341-222

(11)

DECEMBER 1978

✓ OCCUPATIONAL SURVEY BRANCH  
USAF OCCUPATIONAL MEASUREMENT CENTER  
RANDOLPH AFB TEXAS 78148

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## PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Analog Flight Simulator career ladder (AFSCs 34133, 34153 and 34173). The project was directed by USAF Program Technical Training, Volume 2, dated February 1977. Authority for conducting occupational surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Second Lieutenant Linda A. Wiekhorst, Inventory Development Specialist. Captain Frederick B. Bower, Jr. and Mr. Guy B. Cole, Occupational Survey Analysts, analyzed the data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Randolph AFB, Texas, 78148.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Randolph AFB, Texas 78148.

This report has been reviewed and is approved.

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## SUMMARY OF RESULTS

1. Survey Coverage: Inventory booklets were administered to Analog Flight Simulator Personnel during the period December 1977 through April 1978. Survey results are based on responses from 483 of the 596 incumbents assigned, or 81 percent of the total assigned career ladder population.
2. Career Ladder Structure: Seven major groupings of jobs were identified within the career ladder. Six of these groups related to the operation and maintenance of analog flight simulators and were differentiated by the number of tasks performed and the percent of time spent performing various maintenance and supervisory duties. The remaining group was composed of personnel serving as section supervisors.
3. DAFSC Differences: Jobs performed by members of the career ladder were fairly homogeneous. The 3- and 5-skill level incumbents were primarily performing tasks relating to preventive maintenance and malfunction isolation. The 5-skill level airmen do however, perform a higher average number of tasks than do 3-skill level airmen. At the 7-skill level, respondents spend the majority of their time performing technical tasks and duties although they also function as supervisors.
4. CONUS/Overseas Comparison: Major differences were noted between the CONUS and Overseas groups. The 5-skill level airmen overseas perform more and a greater variety of tasks than their CONUS counterparts including tasks normally performed by DAFSC 341X5, Analog Navigation/ Tactics Training Devices, personnel.
5. AFR 39-1 Evaluation: The current AFR 39-1 specialty descriptions were found to be complete and accurately portrayed the duties and responsibilities of personnel in the career ladder.
6. STS Evaluation: Overall, the STS was found to be up to date and complete in providing general training requirements. However, many paragraphs were subject knowledge rather than task knowledge oriented, making a complete analysis difficult.
7. Implications: There is a similarity of basic knowledges and skills, as evidenced by performance of common tasks, between this and other Training Devices career ladders, including the AFS 341X2, Defensive Systems Trainer career ladder, the AFS 341X4, Digital Flight Simulator ladder, the AFS 341X5, Analog Navigation/Tactics Training Devices ladder, and the AFS 341X6, Digital Navigation/Tactics Training Devices ladder. Based on these similarities and the fact that analog trainers are gradually being phased out of the career field, it may be possible to restructure the career field toward a more efficient and viable career structure.

OCCUPATIONAL SURVEY REPORT  
ANALOG FLIGHT SIMULATOR CAREER LADDER  
(AFSCs 34133, 34153 AND 34173)

INTRODUCTION

This is a report of an occupational survey of personnel in the Analog Flight Simulator career ladder completed by the Occupational Survey Branch, USAF Occupational Measurement Center, during October 1978. This specialty was created in April 1976, when the AFS 342X0, Flight Simulator career ladder, was split forming AFS 341X3 and AFS 341X4 (Digital Flight Simulator career ladder). An occupational survey of the AFS 342X0 had been conducted and results published in March 1974.

Responsible primarily for the operation and maintenance of analog flight simulators and associated equipment, personnel usually enter this career ladder by first attending the C3ABR34133 Analog Flight Simulator Specialists Course at Chanute AFB, Illinois. These personnel may be either "pipeline" students from basic training or retrainees from other specialties. Upon completion of this 15 week three day course, graduates are awarded the 3-skill level. They are then assigned to operational units worldwide possessing analog flight simulators. Currently the largest career ladder in terms of personnel assigned within the Training Devices career field, it is considered to be relatively balanced according to the USAF Retraining Advisory.

This report is intended to examine the Analog Flight Simulator career ladder based on tasks performed by survey respondents. Topics discussed in this report include: (1) development and administration of the survey instrument; (2) the job structure found within the career ladder and the relationship to skill level and experience level groupings; (3) comparisons of the job structure with current career ladder documents such as the AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS); (4) comparison of the results of this study with results from the previous survey; and (5) background data relative to job satisfaction.

The survey instrument used to collect the data for this report was designed to survey all seven Training Devices career ladders. Therefore, it was possible to compare this specialty with the other ladders in the career field. An analysis of the AFS 341XX Training Devices Career Field is attached as an addendum to this report. Since all career ladders in this field combine at the 9-skill level, the analysis of AFS 34197 personnel is also included in the addendum.

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## INVENTORY DEVELOPMENT

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-341-322. The survey instruments from previous studies of career ladders in the Training Devices career field served as the starting point for development of this new task inventory. The previous task lists were expanded and refined through a thorough research of career field publications and directives. Inventory developers then conducted personal interviews with 44 subject matter specialists at eight separate facilities to review the tentative task list for completeness and accuracy. This process resulted in a final comprehensive "career field" inventory consisting of 1144 tasks grouped under 21 duty headings and a background section that requested information about the respondents such as grade, TAFMS, duty title, job interest, and equipment operated and/or maintained.

## INVENTORY ADMINISTRATION

During the period December 1977 through April 1978, consolidated base personnel offices in operational units worldwide administered the inventory to job incumbents holding DAFSC 341XX. These job incumbents were selected from a computer generated mailing list obtained from personnel data tapes maintained by the Air Force Human Resources Laboratory (AFHRL). Each individual who completed the inventory first completed an identification and biographical information section (background section), and then checked each task performed in their current job.

After checking all tasks performed, each incumbent then rated each of these tasks on a nine-point scale showing relative time spent on that task as compared to all other tasks checked. The ratings ranged from one (very-small-amount time spent) through five (about-average time spent) to nine (very-large-amount time spent). To determine relative time spent for each task checked by a respondent, all of an incumbents ratings are assumed to account for 100 percent of the individuals time spent on the job and are summed. Each task rating is then divided by the total task responses and the quotient multiplied by 100. This procedure now provides a basis for comparing tasks not only in terms of percent members performing but also in terms of the average percent time spent performing any given task.

## SURVEY SAMPLE

Personnel were selected to participate in this survey so as to insure a balanced representation across MAJCOM and DAFSC groups. Table 1 reflects the percentage distribution, by major command, of assigned personnel in the AFS 341X3 career ladder as of March 1978. Also reflected is the distribution of incumbents in the final survey sample. The 483 respondents making up the final sample represent 81 percent of the 596 members assigned to the Analog Flight Simulator career ladder.

Table 2 represents the percentage distribution by DAFSC of assigned personnel and the comparison to the survey sample. Table 3 reflects the percentage distribution of the survey sample by AFMS groups. These sampling distributions tend to verify that the survey sample is adequate and representative of the overall career ladder population.

TABLE 1  
COMMAND REPRESENTATION IN THE SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
SAC	56	58
MAC	14	14
TAC	10	8
ADC	9	8
USAFE	5	6
PACAF	4	3
OTHER	2	3
<b>TOTAL</b>	<b>100</b>	<b>100</b>
<b>TOTAL ASSIGNED</b> - 596		
<b>TOTAL SAMPLED</b> - 483		
<b>PERCENT SAMPLED</b> - 81%		

TABLE 2  
DAFSC REPRESENTATION IN THE SURVEY SAMPLE

<u>DAFSC</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
34133	9	8
34153	66	68
34173	25	24

TABLE 3  
SAMPLE DISTRIBUTION BY MONTHS TIME IN SERVICE

	<u>1-48</u>	<u>49-96</u>	<u>97-144</u>	<u>145-192</u>	<u>193-240</u>	<u>241+</u>
NUMBER IN SAMPLE	217	116	52	52	34	11
PERCENT OF SAMPLE	45%	24%	11%	11%	7%	2%

En la tabla se observa que el 45% de los casos en el periodo de 1 a 48 meses tienen una duración de servicio menor a 1 año. Los 24% restantes tienen entre 1 y 2 años. Los 11% restantes tienen entre 2 y 3 años. Los 7% restantes tienen entre 3 y 4 años. Los 2% restantes tienen más de 4 años. La duración media es de 114 meses.

En el periodo de 49 a 96 meses se observa que el 24% de los casos tienen una duración de servicio menor a 1 año. Los 45% restantes tienen entre 1 y 2 años. Los 11% restantes tienen entre 2 y 3 años. Los 7% restantes tienen entre 3 y 4 años. Los 2% restantes tienen más de 4 años. La duración media es de 114 meses.

En el periodo de 97 a 144 meses se observa que el 11% de los casos tienen una duración de servicio menor a 1 año. Los 45% restantes tienen entre 1 y 2 años. Los 24% restantes tienen entre 2 y 3 años. Los 11% restantes tienen entre 3 y 4 años. Los 2% restantes tienen más de 4 años. La duración media es de 114 meses.

En el periodo de 145 a 192 meses se observa que el 11% de los casos tienen una duración de servicio menor a 1 año. Los 45% restantes tienen entre 1 y 2 años. Los 24% restantes tienen entre 2 y 3 años. Los 11% restantes tienen entre 3 y 4 años. Los 2% restantes tienen más de 4 años. La duración media es de 114 meses.

## CAREER LADDER STRUCTURE

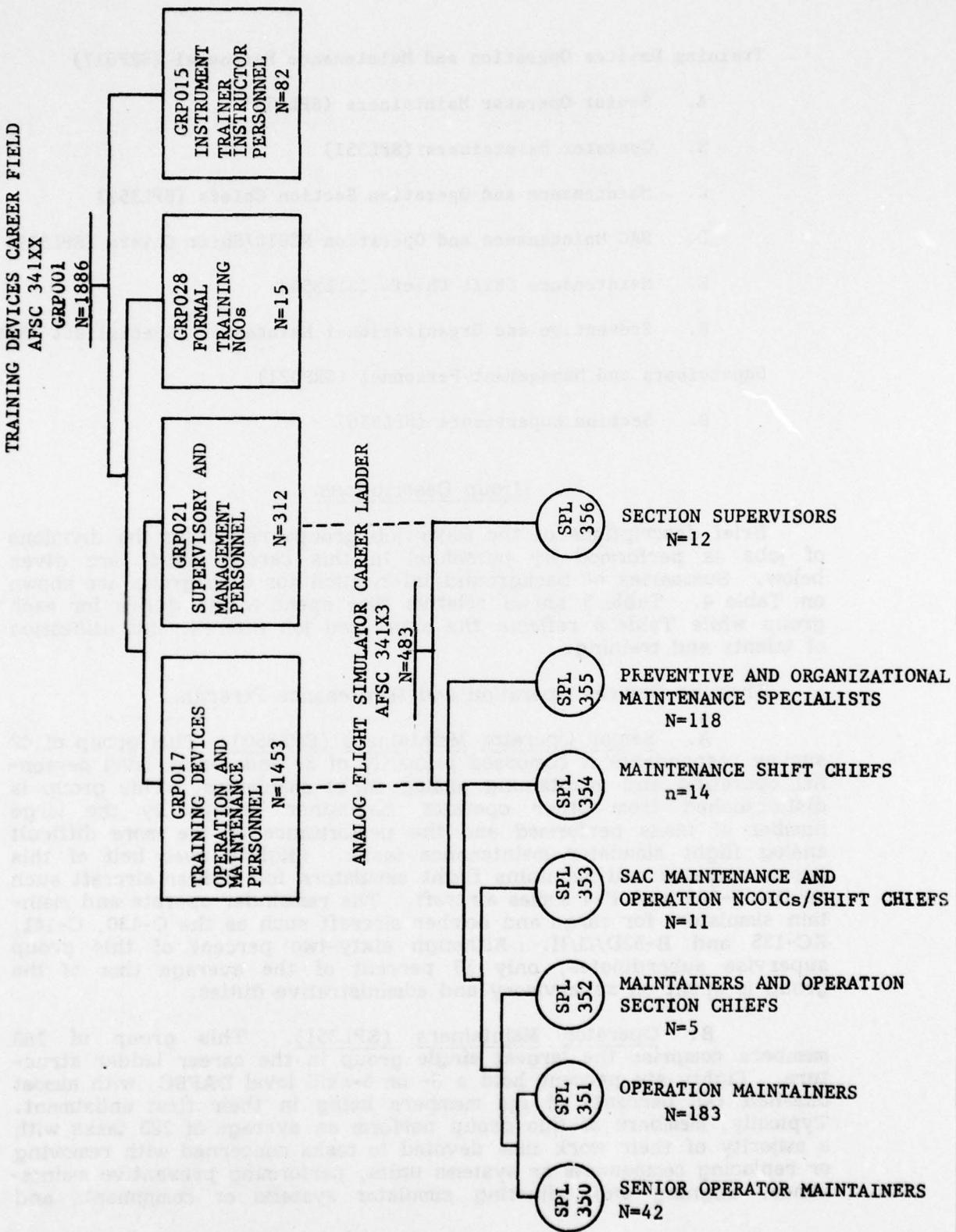
A key aspect of the occupational survey program is to examine the job structure of career fields or ladders on the basis of what people are actually doing in the field, rather than on the basis of how official career field and ladder documents say they are structured. This analysis of actual job structure is made possible by the use of the Comprehensive Occupational Data Analysis Programs (CODAP). By using CODAP, job functions are identified on the basis of similarity in tasks performed and relative time spent performing the tasks. Using the job structure as a starting point, it is then possible to first describe the career field or career ladder as it presently exists, and then, in turn, evaluate the pertinent career ladder documents, such as AFR 39-1 Specialty Descriptions and the Specialty Training Standard.

The career ladder structure analysis process consists of determining the functional job structure of career ladder personnel in terms of job types, clusters, and independent job types. A job type is a group of individuals who perform many of the same tasks and also spend similar amounts of time performing them. When there is a substantial degree of similarity between different job types, they are grouped together and labeled as clusters. Finally, there are often cases of specialized job types that are too dissimilar to be grouped into any cluster. These fairly unique groups are labeled independent job types.

The job structure for this career ladder was determined by performing a job type analysis of the 1886 survey respondents working within the Training Devices career field. This analysis identified four primary clusters or kinds of jobs performed by these personnel, and is discussed in the Career Field Addendum attached to this report. Within each of these clusters, a number of job types were identified. Members of this career ladder were extracted from these cluster type groups and displayed as job types in accordance with the original groupings in the career field structure analysis. This provided a means of reflecting the kinds of work performed by personnel in this ladder as compared to personnel in the other career ladders of the Training Devices career field.

Analog Flight Simulator (DAFSC 341X3) personnel were identified in only two of the major clusters within the career field cluster diagram (see Figure 1). Six job type groups, containing 373 respondents were identified in the Training Devices operations and Maintenance Personnel Cluster (GRP017). The other job type, with 12 members, containing high level supervisors who performed few if any technical tasks were identified in the Supervisory and Management cluster GRP021. The job types within this ladder are as follows:

FIGURE 1  
RELATIONSHIP BETWEEN CAREER FIELD AND CAREER LADDER STRUCTURES



**Training Devices Operation and Maintenance Personnel (GRP017)**

- A. Senior Operator Maintainers (SPL350)
- B. Operator Maintainers (SPL351)
- C. Maintenance and Operation Section Chiefs (SPL352)
- D. SAC Maintenance and Operation NCOIC/Shift Chiefs (SPL353)
- E. Maintenance Shift Chiefs (SPL354)
- F. Preventive and Organizational Maintenance Specialists (SPL355)

**Supervisors and Management Personnel (GRP021)**

- G. Section Supervisors (SPL356)

**Group Descriptions**

Brief descriptions of the major job groups reflecting the divisions of jobs as performed by personnel in this career ladder are given below. Summaries of background information for each group are shown on Table 4. Table 5 shows relative time spent within duties for each group while Table 6 reflects the expressed job interest and utilization of talents and training.

**Training Devices Operation and Maintenance Personnel**

A. Senior Operator Maintainers (SPL350). This group of 42 survey respondents is composed primarily of 5- and 7-skill level personnel operating and maintaining analog flight simulators. This group is distinguished from other operator maintainer groups by the large number of tasks performed and the performance of the more difficult analog flight simulator maintenance tasks. Slightly over half of this group operates and maintains flight simulators for fighter aircraft such as the F-106 and F-4 series aircraft. The remainder operate and maintain simulators for cargo and bomber aircraft such as the C-130, C-141, KC-135 and B-52D/G/H. Although sixty-two percent of this group supervise subordinates, only 17 percent of the average time of the group is spent on supervisory and administrative duties.

B. Operator Maintainers (SPL351). This group of 183 members comprise the largest single group in the career ladder structure. Eighty-six percent hold a 3- or 5-skill level DAFSC, with almost one-half (48 percent) of the members being in their first enlistment. Typically, members of this group perform an average of 223 tasks with a majority of their work time devoted to tasks concerned with removing or replacing components or systems units, performing preventive maintenance, aligning and adjusting simulator systems or components and

operating training devices. Eighty-five percent of this group are assigned to SAC or MAC and operate and maintain analog flight simulators for aircraft common in these commands such as the KC-135, B-52D/G/H and C-130.

C. Maintenance and Operation Section Chiefs (SPL352). The five 7-skill level NCOICs in this group supervise a small number of airmen (one to four) and operate and maintain analog simulators for which they are responsible. Approximately half of the work time of this group is devoted to supervision and administration, although these individuals also perform a large number of technical tasks including removal and replacement of components or systems units, performing preventive maintenance, aligning and adjusting and performing in-shop maintenance of simulator equipment.

D. SAC Maintenance and Operation NCOICs/Shift Chiefs (SPL353). This 11 member group is also composed of 7-skill level technicians who supervise a small number of subordinates and operate and maintain flight simulators. Approximately half of this group are shift supervisors and consequently have somewhat less supervisory responsibility than the preceding group in such areas as developing organizational charts and status boards, recommending simulator modifications, reviewing unit emergency or disaster plans, and maintaining files. Conversely a higher percentage of the members of this group conduct OJT training for subordinates and perform such technical tasks as interpret computer lights to isolate analog computer malfunctions and isolate malfunctions on air conditioning, electrical, engine control power, and flight director systems.

All members of this group are assigned to SAC and consequently perform tasks which are unique to simulators operated and maintained within that command. In addition, over half of this group perform tasks concerned with maintaining mobile aircrew training devices.

E. Maintenance Shift Chiefs (SPL354). This group of 14 personnel serve as shift chiefs and/or technicians responsible for maintaining analog flight simulators within SAC and MAC flight training units. One individual in this group supervises 12 subordinates, two others supervise six but the majority supervise only two or three. This group is considerably more heterogeneous in task performance than other supervisory groups within this ladder. None of the tasks in the inventory are performed by all members of this group and only 14 tasks are common to 85 percent or more of these personnel. Most of these tasks are supervisory or administrative, however, technical tasks such as, test operate simulators to isolate malfunctions, visually inspect electrical and servo systems and remove or install vacuum tubes are also included. Only one task from the duty of document discrepancies of simulator performance, was performed by as many as 30 percent of this group indicating that these personnel are almost exclusively concerned with maintenance rather than operation of training devices.

F. Preventive and Organizational Maintenance Specialists (SPL355). The 118 members in this group are typically first term airmen with only two years in the career field. Over 65 percent work on the mid or swing shifts considerably above the average of other groups working these shifts. Personnel in this group perform an average of 124 tasks, less than other non-supervisory groups within this ladder. This group, like the Maintenance Shift Chiefs, are heterogeneous in that only 13 tasks are performed by 80 percent or more of the group members. All of these tasks are from Duty O, Removing or replacing components or system units, or Duty F, Performing Preventive Maintenance, and include such tasks as clean up shop; remove or install vacuum tubes; strip electrical wires; test electro-mechanical components such as synchros, resolvers, potentiometers, or transformers; and visually inspect electrical systems. A number of other similar tasks are performed by fifty percent or more of this group. In fact over 40 percent of the average percent time spent by group members is on tasks within these two duty areas.

#### Supervisory and Management Personnel

G. Section Supervisors (SPL356). This group includes 12 airmen who average over 16 years of service and 13 years working in the Training Devices career field. As supervisors of Simulator Training Sections, these personnel devote virtually all of their work time to supervision and administration.

#### Summary

The structure analysis of this ladder reveals that experience in the Analog Flight Simulator career ladder is the predominant factor in differentiating between jobs performed by non-supervisory personnel while organization level is the primary discriminating factor in whether supervisory personnel group as operator maintainers or section supervisors.

TABLE 4  
BACKGROUND INFORMATION BY JOB TYPE GROUPS

	SAC SENIOR OPERATOR MAINTAINERS (N=42)	SAC OPERATOR MAINTAINERS (N=183)	SAC MAINT AND OPERATION SECTION CHIEFS (N=5)	SAC MAINT & OPER NCIOCS SHIFT CHIEFS (N=11)	Maint Shift Chiefs (N=14)	PREVENTIVE & ORGANIZATIONAL MAINTENANCE SPECIALISTS (N=118)	SECTION SUPERVISORS (N=12)
AVERAGE NUMBER OF TASKS PERFORMED	367	223	321	225	141	124	119
JOB DIFFICULTY INDEX	18.1	13.6	17.7	15.6	11.8	8.6	12.3
AVERAGE PAYGRADE	4.7	4.1	6.2	5.9	5.1	3.5	6.5
DAFSC							
34133	5%	5%	0%	0%	7%	14%	0%
34153	59%	81%	0%	0%	43%	83%	0%
34113	36%	14%	100%	100%	50%	3%	100%
AVERAGE MONTHS TIME IN 341XX CAREER FIELD	87	45	129	104	101	24	157
AVERAGE MONTHS TOTAL ACTIVE MILITARY SERVICE (TAFMS)	103	68	195	160	130	39	200
PERCENT OF MEMBERS IN FIRST ENLISTMENT	26%	48%	0%	0%	7%	73%	0%
PERCENT OF MEMBERS WHO SUPERVISE	62%	31%	100%	91%	79%	12%	100%
PERCENT ASSIGNED OVERSEAS	29%	7%	60%	0%	0%	5%	6%

TABLE 5  
PERCENT TIME SPENT ON DUTIES

DUTIES	SAC			PREVENTIVE & ORGANIZATIONAL MAINTENANCE SPECIALISTS (N=118)		
	SENIOR OPERATOR MAINTAINERS (N=42)	OPERATOR MAINTAINERS (N=183)	SAC MAINT AND OPERATION SECTION CHIEFS (N=5)	MAINT & OPER INCOICS SHIFT CHIEFS (N=11)	MAINT SHIFT CHIEFS (N=14)	SECTION SUPERVISORS (N=12)
<b>SUPERVISORY AND MANAGEMENT FUNCTIONS</b>						
A ORGANIZING AND PLANNING	2	1	9	8	4	*
B DIRECTING AND IMPLEMENTING	5	3	18	15	12	2
C INSPECTING AND EVALUATING	4	2	15	9	6	1
D TRAINING	3	2	6	9	6	1
<b>ADMINISTRATIVE FUNCTIONS</b>						
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA	3	3	6	8	6	3
<b>TECHNICAL FUNCTIONS</b>						
F PERFORMING PREVENTIVE MAINTENANCE	11	15	7	8	12	21
G OPERATING TRAINING DEVICES	10	8	3	4	2	8
H OPERATING MISSILE PROCEDURES TRAINERS	*	*	0	0	*	*
I ISOLATE MALFUNCTIONS ON COMPUTERS AND PERIPHERAL EQUIPMENT	2	2	0	2	2	0
J ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS AND PERIPHERAL EQUIPMENT	5	5	2	3	5	0
K ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS WITH ANALOG COMPUTERS	5	5	3	4	6	5
L ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS WITH DIGITAL COMPUTERS	0	0	0	0	0	0
M ISOLATE MALFUNCTIONS ON SIMULATOR AND COMPUTER COMPONENTS	5	5	2	4	6	4
N ISOLATE MALFUNCTIONS ON MISSILE PROCEDURE TRAINERS	0	0	0	0	0	0
O REMOVING OR REPLACING COMPONENTS OR SYSTEM UNITS	17	19	11	7	11	21
P ALIGNING AND ADJUSTING SIMULATOR SYSTEMS OR COMPONENTS	12	11	6	5	8	8
Q PERFORMING IN-SHOP MAINTENANCE	7	7	6	3	5	6
R PERFORMING INSTRUMENT TRAINER INSTRUCTION FUNCTIONS	2	1	1	0	2	1
S MAINTAINING MOBILE AIRCREW TRAINING DEVICES	2	2	0	5	2	3
T PERFORMING OPERATIONAL CHECKS	4	6	4	5	6	1
U MAINTAINING MISCELLANEOUS EQUIPMENT	0	2	2	2	2	2

\* INDICATES LESS THAN ONE PERCENT

TABLE 6  
EXPRESSION OF JOB INTEREST AND PERCEIVED UTILIZATION OF TALENTS AND TRAINING BY JOB TYPE GROUPS  
(PERCENT RESPONDING)

	SENIOR OPERATOR MAINTAINERS (N=42)	OPERATOR MAINTAINERS (N=183)	SAC MAINT. AND OPERATION SECTION CHIEFS (N=5)	SAC MAINT & OPER MCIOCS SHIFT CHIEFS (N=11)	PREVENTIVE & ORGANIZATIONAL SECTION SUPERVISORS (N=12)	Maint SHIFT chiefs (N=14)	Maint MAINTENANCE SPECIALISTS (N=118)
<b>I FIND MY JOB:</b>							
DULL	7	9	0	9	14	10	0
SO-SO	14	13	0	0	21	19	0
INTERESTING	79	78	100	91	65	71	100
<b>MY JOB UTILIZES MY TALENTS:</b>							
NOT AT ALL TO VERY LITTLE	9	19	0	9	36	23	0
FAIRLY WELL TO VERY WELL	62	71	80	82	64	67	92
EXCELLENTLY TO PERFECTLY	24	10	20	9	0	10	8
NOT REPORTED	5	0	0	0	0	0	0
<b>MY JOB UTILIZES MY TRAINING:</b>							
NOT AT ALL TO VERY LITTLE	12	18	0	0	21	20	17
FAIRLY WELL TO VERY WELL	55	73	80	91	72	71	66
EXCELLENTLY TO PERFECTLY	31	9	20	9	7	9	17
NOT REPORTED	2	0	0	0	0	0	0

## ANALYSIS OF DAFSC GROUPS

In conjunction with examining the job structure of the career ladder, DAFSC groups are also examined as part of each occupational analysis. This analysis allows for the identification of skill level differences and for comparison of similar skill level personnel across various career ladders (See Career Field Addendum). This data by DAFSC groups is used in the analysis of career ladder documents such as the AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS).

Jobs within the Analog Flight Simulator career ladder represent a homogeneous grouping encompassing duties and tasks specific to the operation and maintenance of analog flight simulators. Table 7 depicts the relative percent of time spent by skill level groups on the various duties listed in the job inventory. There is a clear differentiation between the 3- and 5-skill level technical specialists and the 7-skill level supervisors. As would be expected, those jobs requiring more supervision, management or technical skill are performed by higher skill level personnel. However, 7-skill levels continue to perform in technical areas as there are 20 tasks performed by 78 percent or more of the total career ladder as shown in Table 8.

### Skill Level Groups

Except for the fact that DAFSC 34133, Apprentice Analog Flight Simulator Specialists, perform an average of 153 tasks and DAFSC 34153 Flight Simulator Specialists average 197 tasks performed of the 1144 tasks in the job inventory, there is very little difference between the two groups. As illustrated in Table 7, both groups spend the majority of their time performing preventive maintenance, isolating malfunctions, removing or replacing system components, and other functions related to simulator maintenance. As shown in Tables 9 and 10, both groups are performing many of the same tasks in very high percentages. The high degree of homogeneity stated previously is evidenced by the fact that 95 tasks are performed by 50 percent or more of the 3-skill level group and 138 tasks are performed by 50 percent or more of the 5-skill level personnel.

Table 7 shows that at the 7-skill level, tasks performed shift from technical toward supervisory functions. However, DAFSC 34173 personnel are still spending 52 percent of their time performing technical functions. Eighty-seven percent of this group indicated they were supervisors but they spend only 41 percent of their time performing supervisory and management duties. Large amounts of their time are still being spent in the areas of performing preventive maintenance and removing and replacing system components. Many of these technical tasks performed are relatively difficult, however, and require increased skill and experience. Therefore, 7-skill level analog flight simulator personnel should be considered to be performing as technician supervisors.

Table 11 reflects those tasks which best differentiate between 5- and 7-skill level personnel. As would be expected, the differences are routine technical tasks for the 5-skill level group and supervisory tasks for the 7-skill level group. The 7-skill level personnel also display a high degree of homogeneity. Averaging 198 tasks performed, 133 tasks are performed by 50 percent or more of the group. A representative sample of these tasks are listed in Table 12.

TABLE 7

PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS  
341X3

<u>DUTIES</u>		DAFSC 34133 <u>(N=39)</u>	DAFSC 34153 <u>(N=328)</u>	DAFSC 34173 <u>(N=116)</u>
<u>SUPERVISORY AND MANAGEMENT</u>				
A ORGANIZING AND PLANNING	*	1	8	
B DIRECTING AND IMPLEMENTING	2	3	15	
C INSPECTING AND EVALUATING	1	1	11	
D TRAINING	1	2	7	
<u>ADMINISTRATIVE FUNCTIONS</u>				
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES, OR TECHNICAL DATA	3	3	7	
<u>TECHNICAL FUNCTIONS</u>				
F PERFORMING PREVENTIVE MAINTENANCE	17	17	10	
G OPERATING TRAINING DEVICES	9	9	4	
H OPERATING MISSILE PROCEDURES TRAINERS	1	*	*	
I ISOLATE MALFUNCTIONS ON COMPUTERS AND PERIPHERAL EQUIPMENT	2	2	1	
J ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS AND PERIPHERAL EQUIPMENT	5	5	3	
K ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS WITH ANALOG COMPUTERS	5	5	4	
L ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS WITH DIGITAL COMPUTERS	*	*	*	
M ISOLATE MALFUNCTIONS ON SIMULATOR AND COMPUTER COMPONENTS	5	5	3	
N ISOLATE MALFUNCTIONS ON MISSILE PROCEDURE TRAINERS	*	*	*	
O REMOVING OR REPLACING COMPONENTS OR SYSTEM UNITS	22	19	10	
P ALIGNING AND ADJUSTING SIMULATOR SYSTEMS OR COMPONENTS	9	10	6	
Q PERFORMING IN-SHOP MAINTENANCE	6	7	4	
R PERFORMING INSTRUMENT TRAINER INSTRUCTION FUNCTIONS	2	1	1	
S MAINTAINING MOBILE AIRCREW TRAINING DEVICES	2	2	2	
T PERFORMING OPERATIONAL CHECKS	6	6	3	
U MAINTAINING MISCELLANEOUS EQUIPMENT	2	2	1	

\* INDICATES LESS THAN ONE PERCENT

TABLE 8  
REPRESENTATIVE TASKS PERFORMED BY DAFSC 341X3 PERSONNEL  
(N=483)

TASKS	PERCENT MEMBERS PERFORMING
F19 CLEAN UP SHOPS	86
F50 VISUALLY INSPECT ELECTRICAL SYSTEMS	85
F56 VISUALLY INSPECT SERVO SYSTEMS	84
F46 TEST ELECTRONIC COMPONENTS SUCH AS DIODES, TRANSISTORS, CAPACITORS, OR RESISTORS	83
F47 TEST ELECTRO-MECHANICAL COMPONENTS SUCH AS SYNCHROS, RESOLVERS, POTENTIOMETERS, OR TRANSFORMERS	83
E11 MAKE ENTRIES ON SIMULATOR MAINTENANCE FORMS SUCH AS AFTO FORMS 349, 350, 359, 781 OR 781A	83
F45 STRIP ELECTRICAL WIRES	82
F60 VISUALLY INSPECT WIRE HARNESSES, CABLES, OR CONNECTOR PLUGS	82
O115 REMOVE OR INSTALL VACUUM TUBES	82
F37 PHYSICALLY CHECK FOR LOOSE MOUNTINGS OR CONNECTIONS	81
O56 REMOVE OR INSTALL INDICATORS	81
F16 CLEAN POTENTIOMETERS	80
F17 CLEAN SOLDERING IRONS	80
F27 LACE WIRING ASSEMBLIES	79
F57 VISUALLY INSPECT TEST EQUIPMENT FOR SERVICEABILITY	79
F58 VISUALLY INSPECT VOLTAGE LEVELS, FREQUENCY VARIATIONS, OR CURRENT	79
O55 REMOVE OR INSTALL INDICATOR LIGHTS OR PANEL LIGHTS	78
F51 VISUALLY INSPECT ELECTRO-MECHANICAL DEVICES	78
F54 VISUALLY INSPECT POWER SUPPLY SYSTEMS	78
K17 ISOLATE MALFUNCTIONS ON FUEL SYSTEMS	78

TABLE 9  
REPRESENTATIVE TASKS PERFORMED BY DAFSC 34133 PERSONNEL  
(N=39)

TASKS	PERCENT MEMBERS PERFORMING
F19 CLEAN UP SHOPS	90
055 REMOVE OR INSTALL INDICATOR LIGHTS OR PANEL LIGHTS	87
F46 TEST ELECTRONIC COMPONENTS SUCH AS DIODES, TRANSISTORS, CAPACITORS, OR RESISTORS	87
F17 CLEAN SOLDERING IRONS	87
O115 REMOVE OR INSTALL VACUUM TUBES	85
094 REMOVE OR INSTALL RELAYS OR SOLENOIDS	79
O104 REMOVE OR INSTALL SOLDERED COMPONENTS SUCH AS TRANSISTORS, RESISTORS OR CAPACITORS	79
F45 STRIP ELECTRICAL WIRES	79
F16 CLEAN POTENTIOMETERS	79
T16 TEST CHECK RELAYS	79
F37 PHYSICALLY CHECK FOR LOOSE MOUNTINGS OR CONNECTIONS	77
O1 DISASSEMBLE SUBASSEMBLIES FOR REMOVAL OR REPLACEMENT OF COMPONENTS	77
F56 VISUALLY INSPECT SERVO SYSTEMS	77
P130 ALIGN POTENTIOMETERS	77
F9 CLEAN HAND TOOLS OR SHOP EQUIPMENT	77
F60 VISUALLY INSPECT WIRE HARNESSSES, CABLES, OR CONNECTOR PLUGS	77
O57 REMOVE OR INSTALL INSTRUMENT KNOBS	77
F27 LACE WIRING ASSEMBLIES	77

TABLE 10  
REPRESENTATIVE TASKS PERFORMED BY DAFSC 34153 PERSONNEL  
(N=328)

TASKS	PERCENT MEMBERS PERFORMING
F19 CLEAN UP SHOPS	95
F47 TEST ELECTRO-MECHANICAL COMPONENTS SUCH AS SYNCHROS, RESOLVERS, POTENTIOMETERS, OR TRANSISTORS, CAPACITORS, OR RESISTORS	92
F45 STRIP ELECTRICAL WIRES	92
F46 TEST ELECTRONIC COMPONENTS SUCH AS DIODES, TRANSISTORS, CAPACITORS, OR RESISTORS	91
F50 VISUALLY INSPECT ELECTRICAL SYSTEMS	90
F56 VISUALLY INSPECT SERVO SYSTEMS	89
F17 CLEAN SOLDERING IRONS	89
0115 REMOVE OR INSTALL VACUUM TUBES	88
F37 PHYSICALLY CHECK FOR LOOSE MOUNTINGS OR CONNECTIONS	88
F16 CLEAN POTENTIOMETERS	88
056 REMOVE OR INSTALL INDICATORS	88
F60 VISUALLY INSPECT WIRE HARNESSSES, CABLES, OR CONNECTOR PLUGS	87
F27 LACE WIRING ASSEMBLIES	87

TABLE 11  
TASKS WHICH BEST DIFFERENTIATE BETWEEN 5- AND 7-SKILL LEVEL PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 34153	DAFSC 34173	DIFFERENCE
F17 CLEAN SOLDERING IRONS	89	52	+37
F19 CLEAN UP SHOPS	95	58	+37
F45 STRIP ELECTRICAL WIRES	92	57	+35
F48 VACUUM EQUIPMENT	77	43	+34
F47 TEST ELECTRO-MECHANICAL COMPONENTS SUCH AS SYNCHROS, RESOLVERS, POTENTIOMETERS, OR TRANSFORMERS	92	59	+33
F44 STRAIGHTEN VACUUM TUBE PINS	78	46	+32
F9 CLEAN HAND TOOLS OR SHOP EQUIPMENT	81	49	+32
C37 PREPARE APRS	17	87	-70
D17 MAINTAIN OJT RECORDS	20	80	-60
B8 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	25	83	-58
A29 SCHEDULE WORK ASSIGNMENTS	17	74	-57
D15 EVALUATE PROGRESS OF TRAINEES	17	74	-57
A3 ASSIGN WORK PRIORITIES	24	81	-57
B17 DIRECT TIME COMPLIANCE TECHNICAL ORDER (TCTO) MODIFICATIONS	13	69	-56
A27 SCHEDULE LEAVES OR PASSES	7	63	-56

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY DAFSC 34173 PERSONNEL  
(N=116)

TASKS	PERCENT MEMBERS PERFORMING
E11 MAKE ENTRIES ON SIMULATOR MAINTENANCE FORMS SUCH AS AFTO FORMS 349, 350, 359, 781 OR 781A	88
C37 PREPARE APRS	87
B8 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	83
B47 SUPERVISE ANALOG FLIGHT SIMULATOR SPECIALISTS (AFSC 34153)	82
A3 ASSIGN WORK PRIORITIES	81
B16 DIRECT SHOP HOUSEKEEPING	80
D17 MAINTAIN OJT RECORDS	80
D9 COUNSEL TRAINEES ON TRAINING PROGRESS	78
E3 IDENTIFY SIMULATOR PARTS	77
D10 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	76
E18 RESEARCH OR REQUISITION SUPPLY STOCK NUMBERS OR PARTS	76
F57 VISUALLY INSPECT TEST EQUIPMENT FOR SERVICEABILITY	75

## ANALYSIS OF AFMS GROUPS

An analysis was also made comparing job differences among individuals grouped by time in service. Very similar conclusions to those for DAFSC groups were noted.

Table 13 reflects the relative percent time spent on duties by AFS 341X3 personnel grouped by enlistment period. Throughout all enlistment periods, airmen tend to move into positions of greater supervisory and management responsibility as they gain time in service. The longer individuals have in service, the less time they spend performing technical tasks and duties. However, there is no enlistment group spending greater than 47 percent of their time on supervisory and management duties. Thus, regardless of experience level, AFS 341X3 personnel remain technicians or at best, serve as supervisor technicians.

In looking at the jobs performed by first enlistment airmen (1-48 months AFMS), it was found that 127 of the 1144 inventory tasks were performed by 50 percent or more of the respondents in this group. The average number of tasks performed by the group is 178, which illustrates the high degree of homogeneity of the first job within this career ladder. Representative tasks for this group are displayed in Table 14.

As with DAFSC groups, AFMS groups are homogeneous in terms of tasks performed. There is some diversification of task performance as time in service increases, but on the average, a high degree of task commonality exists. The major equipment operated or maintained does not appear to effect the jobs of any of the AFMS groups but is included for review in Table 15.

TABLE 13  
PERCENT TIME SPENT ON DUTIES BY 341X3 AFMS GROUPS

DUTY	MONTHS TOTAL ACTIVE FEDERAL MILITARY SERVICE					
	1-4 <sub>t</sub> (N=217)	4 <sub>9</sub> -56 (N=116)	9 <sub>7</sub> -144 (N=52)	145-192 (N=52)	193-240 (N=34)	241+ (N=11)
<b>SUPERVISORY AND MANAGEMENT FUNCTIONS</b>						
A ORGANIZING AND PLANNING	*	1	4	4	7	8
B DIRECTING AND IMPLEMENTING	1	4	8	13	17	18
C INSPECTING AND EVALUATING	1	2	5	9	12	14
D TRAINING	*	3	4	7	8	7
<b>ADMINISTRATIVE FUNCTIONS</b>						
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES, OR TECHNICAL DATA	3	4	5	6	8	7
<b>TECHNICAL FUNCTIONS</b>						
F PERFORMING PREVENTIVE MAINTENANCE	19	15	15	10	9	7
G OPERATING TRAINING DEVICES	9	8	7	5	4	3
H OPERATING MISSILE PROCEDURES TRAINERS	1	*	*	*	*	0
I ISOLATE MALFUNCTIONS ON COMPUTERS AND PERIPHERAL EQUIPMENT	1	2	1	2	2	1
J ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS AND PERIPHERAL EQUIPMENT	5	5	4	3	3	4
K ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS WITH ANALOG COMPUTERS	5	5	5	4	3	3
L ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS WITH DIGITAL COMPUTERS	*	1	*	1	*	0
M ISOLATE MALFUNCTIONS ON SIMULATOR AND COMPUTER COMPONENTS	5	5	4	4	3	4
N ISOLATE MALFUNCTIONS ON MISSILE PROCEDURE TRAINERS	*	*	*	*	0	0
O REMOVING OR REPLACING COMPONENTS OR SYSTEM UNITS	21	18	16	11	8	9
P ALIGNING AND ADJUSTING SIMULATOR SYSTEMS OR COMPONENTS	10	10	9	8	5	6
Q PERFORMING IN-SHOP MAINTENANCE	7	7	5	4	3	4
R PERFORMING INSTRUMENT TRAINER INSTRUCTION FUNCTIONS	1	1	*	1	*	1
S MAINTAINING MOBILE AIRCRAFT TRAINING DEVICES	2	2	1	1	2	1
T PERFORMING OPERATIONAL CHECKS	6	5	5	3	3	3
U MAINTAINING MISCELLANEOUS EQUIPMENT	2	2	2	1	*	*

\* INDICATES LESS THAN ONE PERCENT

TABLE 14  
TASKS MOST COMMONLY PERFORMED BY 341X3 PERSONNEL WITH 1-48 MONTHS TAFMS  
(N=217)

TASKS	PERCENT MEMBERS PERFORMING
F19 CLEAN UP SHOPS	95
F45 STRIP ELECTRICAL WIRES	93
F46 TEST ELECTRONIC COMPONENTS SUCH AS DIODES, TRANSISTORS, CAPACITORS, OR RESISTORS	92
F47 TEST ELECTRO-MECHANICAL COMPONENTS SUCH AS SYNCHROS, RESOLVERS, POTENTIOMETERS, OR TRANSFORMERS	91
F17 CLEAN SOLDERING IRONS	90
F37 PHYSICALLY CHECK FOR LOOSE MOUNTINGS OR CONNECTIONS	89
F50 VISUALLY INSPECT ELECTRICAL SYSTEMS	89
F56 VISUALLY INSPECT SERVO SYSTEMS	89
056 REMOVE OR INSTALL INDICATORS	88
F27 LACE WIRING ASSEMBLIES	88
055 REMOVE OR INSTALL INDICATOR LIGHTS OR PANEL LIGHTS	87
0115 REMOVE OR INSTALL VACUUM TUBES	86
F60 VISUALLY INSPECT WIRE HARNESSES, CABLES, OR CONNECTOR PLUGS	86
F16 CLEAN POTENTIOMETERS	85
0112 REMOVE OR INSTALL TORQUE METERS	84
F51 VISUALLY INSPECT ELECTRO-MECHANICAL DEVICES	83
P130 ALIGN POTENTIOMETERS	81
O1 DISASSEMBLE SUBASSEMBLIES FOR REMOVAL OR REPLACEMENT OF COMPONENTS	81
F58 VISUALLY INSPECT VOLTAGE LEVELS, FREQUENCY VARIATIONS, OR CURRENT	81
K17 ISOLATE MALFUNCTIONS ON FUEL SYSTEMS	80

TABLE 15

MAJOR EQUIPMENT OPERATED AND MAINTAINED BY FIVE PERCENT OR MORE  
OF 341X3 PERSONNEL

<u>SIMULATORS</u>	<u>PERCENT OPERATING</u>	<u>PERCENT MAINTAINING</u>
NONE	18	4
B-52/D	8	8
B-52/G	11	11
C-130	11	14
F-4D	8	9
F-106	7	7
KC-135	24	29
RF-4C	5	6

<u>COMPUTERS</u>	<u>PERCENT OPERATING OR MAINTAINING</u>
SINGER-LINK	21
LINK	20
GP-4	5
OTHER	18

## ANALYSIS OF CONUS/OVERSEAS DIFFERENCES

A comparison of tasks performed by 5-skill level incumbents assigned within the CONUS and those assigned overseas was made for the AFS 341X3 career ladder. There were major differences noted in the number and types of tasks performed between the two groups.

Averaging 280 tasks performed, 5-skill level personnel overseas were performing jobs far more varied than their 5-skill level counterparts assigned to the CONUS who average only 185 tasks performed. Some of the difference may be accounted for by experience, as the overseas group averaged 51 months in the career ladder as opposed to 33 months for the CONUS group. However, many of the differentiating tasks relate to the operational maintenance of analog navigation/tactics training devices. It appears the DAFSC 34153 personnel overseas are also performing jobs that are the responsibility of DAFSC 341X5, Analog Navigation/Tactics Training Devices, personnel. Examples of these differentiating tasks are listed in Table 16. In addition, DAFSC 34153 personnel overseas also spend more time operating training devices (See Table 17) since they are apparently responsible for operating the analog navigation/ tactics training devices as well as their own flight simulator systems.

TABLE 16  
TASKS WHICH BEST DIFFERENTIATE BETWEEN CONUS AND OVERSEAS PERSONNEL HOLDING DAFSC 34153  
(PERCENT MEMBERS PERFORMING)

TASKS	OVERSEAS (N=41)		DIFFERENCE
	CONUS (N=288)	OVERSEAS (N=41)	
G60 OPERATE INERTIAL NAVIGATION SYSTEMS	8	66	-58
P51 ADJUST INERTIAL NAVIGATION SYSTEMS	9	66	-57
K21 ISOLATE MALFUNCTIONS ON INERTIAL NAVIGATION SYSTEMS	12	68	-56
P14 ADJUST CANOPY ACTUATING MECHANISMS	9	61	-52
F55 VISUALLY INSPECT PNEUMATIC SYSTEMS	13	63	-50
J1 ISOLATE MALFUNCTIONS ON CANOPY ACTUATING MECHANISMS	32	61	-48
G38 OPERATE DIAGNOSTIC TEST PROGRAMS ON SIMULATORS WHICH USE ANALOG COMPUTERS SUCH AS AUTOMATIC AMPLIFIER CHECKERS	22	78	-46
Q8 BENCH CHECK AUTOMATIC CHECKING SYSTEMS	12	68	-46
G8 INSERT AIR-TO-AIR INTERCEPTS	22	58	-46
052 REMOVE OR INSTALL HYDRAULIC FILTERS	8	68	-46
P26 ADJUST DC RATIO METERS	21	54	-46
053 REMOVE OR INSTALL HYDRAULIC SEALS	61	22	-39
S3 ADJUST HEATING SYSTEMS ON RAIL CARS	29	0	-29
X30 VISUALLY INSPECT WATER SUPPLY SYSTEMS ON RAIL CAR MOUNTED SIMULATORS	27	0	+27
S5 INSPECT AUXILIARY RAILROAD CAR EQUIPMENT	27	0	+27
S1 ADJUST DIESEL GENERATOR POWER UNITS ON RAIL CARS	26	0	+26
S27 VISUALLY INSPECT DIESEL GENERATOR SYSTEMS ON RAIL CAR MOUNTED SIMULATORS	25	0	+24
S11 ISOLATE MALFUNCTIONS ON HEATING SYSTEMS ON RAIL CARS	25	0	+23
S19 REFUEL DIESEL SYSTEMS	25	0	+23

TABLE 17

PERCENT TIME SPENT BY DAFSC 34153 CONUS AND OVERSEAS GROUPS

DUTIES	SUPERVISORY AND MANAGEMENT FUNCTIONS	DAFSC 34153 ASSIGNED CONUS (N=288)	DAFSC 34153 ASSIGNED OVERSEAS (N=41)
A	ORGANIZING AND PLANNING	1	1
B	DIRECTING AND IMPLEMENTING	3	3
C	INSPECTING AND EVALUATING	1	1
D	TRAINING	1	1
<u>ADMINISTRATIVE FUNCTIONS</u>			
E	WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES, OR TECHNICAL DATA	3	3
<u>TECHNICAL FUNCTIONS</u>			
F	PERFORMING PREVENTIVE MAINTENANCE	18	15
G	OPERATING TRAINING DEVICES	8	12
H	OPERATING MISSILE PROCEDURES TRAINERS	*	*
I	ISOLATE MALFUNCTIONS ON COMPUTERS AND PERIPHERAL EQUIPMENT	2	2
J	ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS AND PERIPHERAL EQUIPMENT	5	5
K	ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS WITH ANALOG COMPUTERS	5	6
L	ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS WITH DIGITAL COMPUTERS	*	1
M	ISOLATE MALFUNCTIONS ON SIMULATOR AND COMPUTER COMPONENTS	5	5
N	ISOLATE MALFUNCTIONS ON MISSILE PROCEDURE TRAINERS	*	*
O	REMOVING OR REPLACING COMPONENTS OR SYSTEM UNITS	20	17
P	ALIGNING AND ADJUSTING SIMULATOR SYSTEMS OR COMPONENTS	10	11
Q	PERFORMING IN-SHOP MAINTENANCE	7	7
R	PERFORMING INSTRUMENT TRAINER INSTRUCTION FUNCTIONS	1	2
S	MAINTAINING MOBILE AIRCREW TRAINING DEVICES	2	*
T	PERFORMING OPERATIONAL CHECKS	6	6
U	MAINTAINING MISCELLANEOUS EQUIPMENT	2	2

\* INDICATES LESS THAN ONE PERCENT

## **COMPARISON OF AFR 39-1 SPECIALTY DESCRIPTIONS WITH SURVEY DATA**

The AFR 39-1 specialty descriptions for AFSCs 34133/34153 and 34173 were compared against the survey data. Both specialty descriptions appear to be complete, and accurately portray the duties and responsibilities of the personnel in this career ladder. All the duties and responsibilities mentioned in the specialty descriptions could be matched to tasks in the job inventory, and sufficient numbers of survey respondents were found performing those functions to warrant their inclusion in the descriptions.

A discussion concerning the commonalities of the job descriptions for all the ladders in the Training Devices career field is included in the Career Field Addendum to this report.

## COMPARISON OF THE SPECIALTY TRAINING STANDARD (STS) WITH SURVEY RESULTS

A review of the current STS 341X3, dated November 1977, was made for the 3-, 5-, and 7-skill levels. Each of the STS subparagraphs containing task knowledge or performance requirements were compared to the survey results. Subparagraphs containing only general information or subject knowledge proficiency level requirements were not evaluated.

Overall the STS appears to be up to date and complete in providing general training requirements. The STS subparagraphs evaluated were supported by survey data. However, many subparagraphs were subject knowledge oriented making much of the STS difficult to compare to survey data. A comparison of specialty training standards across the career field is included in the Career Field Addendum attached to this report.

## ANALYSIS OF TASK DIFFICULTY

From the listing of airmen identified to receive the occupational survey inventory, incumbents from various commands and locations who held a 7- or 9-skill level DAFSC and PAFSC were identified to also receive a task difficulty booklet. This booklet contained only the duty/task list section of the original occupational survey inventory. The survey respondent was instructed to rate all of the tasks on a nine-point scale from extremely low to extremely high, with difficulty being defined as the length of time it requires an average incumbent to learn to do the task. Interrater agreement (as assessed through components of variance of standardized group means) among the 56 raters who returned booklets was .96. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

Of the 1144 tasks in the job inventory, 603 were rated above average in difficulty. Twenty-nine of these tasks are performed by 50 percent or more of the 341X3 survey respondents. Representative tasks from this group are listed in Table 18. All the tasks are technical in nature and cover a variety of different maintenance functions, most prominently malfunction isolation on simulator systems with analog computers, malfunction isolation or peripheral simulator equipment, and aligning and adjusting simulator systems or components. All of the 29 tasks mentioned are also performed by 50 percent or more of first enlistment airmen and usually in higher percentages than the total sample. This indicates that first enlistment airmen are actively involved in performing the more difficult jobs associated with this career ladder and not relegated to performing strictly routine tasks. In fact, first enlistment personnel were found to be performing 34 high difficulty tasks by 50 percent or more as opposed to the 29 tasks for the total sample.

Of the 535 tasks rated below average in difficulty, 86 were performed by 50 percent or more of AFS 341X3 respondents. These tasks are represented in Table 19. Concentrated in the duties of performing preventive maintenance and removing or replacing components, these 86 tasks form the common core of tasks for this career ladder. As in the case of the higher difficulty tasks, all of these 86 tasks are performed by 50 percent or more of first enlistment personnel, and usually in greater percentages than for the total sample. Since the tasks are relatively routine in nature, and of the type not requiring a great deal of experience, these figures are to be expected.

TABLE 18  
REPRESENTATIVE TASKS RATED ABOVE AVERAGE IN DIFFICULTY PERFORMED BY DAFSC 341X3 RESPONDENTS

TASK	DIFFICULTY INDEX	TOTAL SAMPLE PERFORMANCE	PERCENT FIRST ENLISTMENT MEMBERS PERFORMING
M67 ISOLATE MALFUNCTIONS USING SCHEMATIC OR WIRING DIAGRAMS	6.03	61	65
K7 ISOLATE MALFUNCTIONS ON AUTOPILOT SYSTEMS	5.85	65	70
T21 TEST OPERATE SIMULATORS TO ISOLATE MALFUNCTIONS	5.70	72	74
K16 ISOLATE MALFUNCTIONS ON FLIGHT DIRECTOR SYSTEMS	5.66	58	57
F36 PERFORM TCTO MODIFICATIONS ON SIMULATORS	5.64	64	60
J23 ISOLATE MALFUNCTIONS ON INSTRUMENT LANDING SYSTEMS (ILS)	5.53	55	57
J45 ISOLATE SIMULATOR MALFUNCTIONS BY INSTRUMENT READINGS	5.48	59	60
K5 ISOLATE MALFUNCTIONS ON ANGLE OF ATTACK (AOA) SYSTEMS	5.45	61	60
O2 INSTALL EQUIPMENT MODIFICATION KITS	5.41	68	65
Q66 VERIFY TRAINER MALFUNCTIONS	5.39	57	54
K24 ISOLATE MALFUNCTIONS ON JET ENGINE SYSTEMS	5.36	66	65
J5 ISOLATE MALFUNCTIONS ON ELECTRICAL SYSTEMS	5.36	66	71
P134 ALIGN SYNCHRO TRANSMITTERS	5.32	59	58
K32 ISOLATE MALFUNCTIONS ON RADIO AIDS CONSOLES	5.28	71	71
J8 ISOLATE MALFUNCTIONS ON ENGINE CONTROL SYSTEMS	5.25	58	59
P136 ALIGN SYNCHROS	5.24	74	79
T8 OPERATIONALLY CHECK SIMULATOR SYSTEMS	5.19	70	71
J26 ISOLATE MALFUNCTIONS ON POWER SOURCES	5.17	58	59
P35 ADJUST ENGINE CONTROLS	5.17	61	63
G22 OPERATE ANALOG COMPUTER SYSTEMS	5.16	67	72
J22 ISOLATE MALFUNCTIONS ON INDICATOR SYSTEMS	5.12	59	58
Q67 ZERO ALIGN SERVO MECHANISMS	5.12	74	78
K19 ISOLATE MALFUNCTIONS ON HYDRAULIC SYSTEMS	5.08	57	59
P52 ADJUST INSTRUMENTS ON SIMULATORS WHICH USE ANALOG COMPUTERS	5.04	60	61

TABLE 19  
REPRESENTATIVE TASKS RATED BELOW AVERAGE IN DIFFICULTY PERFORMED BY DAFSC 341X3 RESPONDENTS

TASK	DIFFICULTY INDEX	TOTAL SAMPLE PERFORMANCE	PERCENT FIRST ENLISTMENT MEMBERS PERFORMING
T11 PERFORM PREFLIGHT OPERATIONAL CHECKS	4.89	.76	79
O122 REWIRE SYSTEMS USING SOLDERING EQUIPMENT	4.67	.76	84
F20 CONDUCT PERIODIC MAINTENANCE INSPECTIONS	4.64	.75	79
O1 DISASSEMBLE SUBASSEMBLIES FOR REMOVAL OR REPLACEMENT OF COMPONENTS	4.63	.77	81
F46 TEST ELECTRONIC COMPONENTS SUCH AS DIODES, TRANSISTORS, CAPACITORS, OR RESISTORS	4.61	.83	92
E11 MAKE ENTRIES ON SIMULATOR MAINTENANCE FORMS SUCH AS AFTO FORMS 349, 350, 359, 781 OR 781A	4.26	.82	78
F58 VISUALLY INSPECT VOLTAGE LEVELS, FREQUENCY VARIATIONS OR CURRENT	3.82	.79	81
F51 VISUALLY INSPECT ELECTRO-MECHANICAL DEVICES	3.68	.78	83
F54 VISUALLY INSPECT POWER SUPPLY SYSTEMS	3.59	.79	76
F16 CLEAN POTENTIOMETERS	3.58	.80	85
F56 VISUALLY INSPECT SERVO SYSTEMS	3.55	.85	88
F50 VISUALLY INSPECT ELECTRICAL SYSTEMS	3.40	.85	89
F57 VISUALLY INSPECT TEST EQUIPMENT FOR SERVICEABILITY	3.40	.79	79
F37 PHYSICALLY CHECK FOR LOOSE MOUNTINGS OR CONNECTIONS	3.39	.81	89
F27 LACE WIRING ASSEMBLIES	3.33	.79	88
O56 REMOVE OR INSTALL INDICATORS	3.03	.80	88
O55 REMOVE OR INSTALL INDICATOR LIGHTS OR PANEL LIGHTS	2.71	.78	88
O115 REMOVE OR INSTALL INDICATOR LIGHTS OR PANEL LIGHTS	2.34	.81	87
F17 CLEAN SOLDERING IRONS	2.21	.80	90
F45 STRIP ELECTRICAL WIRES	2.08	.82	93
F19 CLEAN UP SHOPS	1.95	.86	95

### Job Difficulty Index (JDI)

Having computed the task difficulty index for each inventory item, it was then possible to compute a Job Difficulty Index (JDI) for any group identified in the survey analysis. The index provides a relative measure of which jobs, when compared to other jobs identified in the analysis, are more or less difficult. The JDI is based on an equation using number of tasks performed and the average difficulty per unit time spent. The indices are then adjusted so that the average job difficulty index is 13.00. The JDI was computed for the major job groups identified in the specialty structure, and this information is presented in Table 20.

TABLE 20  
JOB DIFFICULTY INDICES FOR SPECIALTY JOB GROUPS

GROUPS	JOB DIFFICULTY INDEX*
IA. SENIOR OPERATOR MAINTAINERS (SPL350)	18.1
IB. OPERATOR MAINTAINERS (SPL351)	13.6
IC. MAINTENANCE AND OPERATION SECTION CHIEFS (SPL352)	17.7
ID. SAC MAINTENANCE AND OPERATION NCOICs/SHIFT CHIEFS (SPL353)	15.6
IE. MAINTENANCE SHIFT CHIEFS (SPL354)	11.8
IF. PREVENTIVE AND ORGANIZATIONAL MAINTENANCE SPECIALISTS (SPL355)	8.6
IIA. SECTION SUPERVISORS (SPL356)	12.3

\* AVERAGE DIFFICULTY - 13.0

## COMPARISON OF CURRENT SURVEY TO PREVIOUS SURVEY

A previous survey of this career ladder was conducted in March 1974. At that time both the AFS 342X0, Flight Simulator career ladder, and the AFS 343X0, Navigation/Bomb/Tactics Trainer career ladder, were surveyed in conjunction with one another and the results compared. In April 1976, at the recommendation of the Mission Simulator Support Requirement Working Group held at Chanute AFB, Illinois in June 1974, the two career ladders were split forming the AFS 341X3, AFS 341X4, AFS 341X5, and AFS 341X6 career ladders. The AFSC split along analog and digital simulator systems has, therefore, made it very difficult to compare each of the current individual career ladders with the results of the previous survey. Thus, a comparison of the results of all four of these career ladders has been made to the results of the previous survey and is included in the Career Field Addendum.

## SUMMARY OF BACKGROUND INFORMATION

### Assignment to Career Ladder

Seventy-three percent of the AFS 341X3 survey respondents indicated they were initially assigned to the career ladder after completing resident technical training. Another 18 percent were retrainees who attended resident technical training and two percent entered the career ladder through conversion from another Air Force specialty without training. Three percent responded that they entered the career ladder by other than normal classification methods.

### Relative Job Satisfaction

Table 21 displays the various percentages by AFMS groups of the responses to questions regarding job interest and perceived utilization of talents and training. In order to provide a better understanding of these figures, comparisons with individuals in mission equipment maintenance AFSCs surveyed in 1977 are also included by AFMS groups. These comparative AFSCs include such specialties as communications electronics systems, avionics systems, missile maintenance and aircraft maintenance.

Seventy-five percent of AFS 341X3 first enlistment respondents found their job interesting. This is considerably above the average reported for this enlistment group in the 1977 comparative studies. Their perceived utilization of talents is also well above the comparative average while their perceived utilization of training is somewhat higher than that recorded for this group's contemporaries surveyed last year.

The figures for second enlistment personnel are similar to those of the first enlistment. Although the levels of job interest and perceived utilization of talents and training are only slightly higher than those for the first enlistment group, they are still above or comparable to the averages recorded for like AFSCs surveyed in 1977.

The perceptions of career airmen are varied. Although there is the usual rise in job satisfaction from the second enlistment group, career 341X3 airmen are less satisfied with their job but feel their talents and training are being better utilized than those airmen in the comparative sample.

### Reenlistment Intentions

The expressed intentions toward reenlistment by AFS 341X3 survey respondents are displayed in Table 22. First enlistment airmen showed an intention to reenlist at a considerably higher percentage rate than first enlistment airmen in the comparative sample. This was also true for career airmen. Second enlistment airmen however, displayed reenlistment intentions at a lower rate than their counterparts surveyed in 1977.

TABLE 21  
EXPRESSION OF JOB INTEREST AND PERCEIVED UTILIZATION OF TALENTS AND TRAINING  
BY 341X3 TAFMS GROUPS  
(PERCENT RESPONDING)

	1-48 MONTHS TAFMS			49-96 MONTHS TAFMS			97+ MONTHS TAFMS		
	COMPARATIVE		341X3	COMPARATIVE		341X3	COMPARATIVE		341X3
	341X3	AFSCs*		341X3	AFSCs*		341X3	AFSCs*	
<u>I FIND MY JOB</u>									
NO REPLY	**	0		0	0		0	0	0
EXTREMELY DULL TO FAIRLY DULL	10	17		9	12		10	9	
SO-SO	15	21		14	16		12	11	
FAIRLY INTERESTING TO EXTREMELY INTERESTING	75	62		77	72		78	80	
<u>MY JOB UTILIZES MY TALENTS</u>									
NO REPLY	0	0		0	0		1	0	
NOT AT ALL OR VERY LITTLE	22	32		21	21		12	14	
FAIRLY WELL TO VERY WELL	67	64		67	71		76	68	
EXCELLENTLY TO PERFECTLY	11	4		12	8		11	18	
<u>MY JOB UTILIZES MY TRAINING</u>									
NO REPLY	0	0		1	0		1	0	
NOT AT ALL OR VERY LITTLE	22	26		16	22		13	18	
FAIRLY WELL TO VERY WELL	69	67		70	68		72	63	
EXCELLENTLY TO PERFECTLY	9	7		13	10		14	19	

\* BASED ON A SUMMARY OF OVER 21,800 RESPONSES FROM MISSION EQUIPMENT MAINTENANCE AFSCS<sup>5</sup> SURVEYED IN 1977

\*\* INDICATES LESS THAN ONE PERCENT

TABLE 22

REENLISTMENT INTENTIONS OF AFS 341X3 PERSONNEL  
(PERCENT RESPONDING)

<u>REENLISTMENT INTENTIONS</u>	<u>FIRST ENLISTMENT</u>	
	<u>341X3</u>	<u>COMPARATIVE</u> <u>AFSCs*</u>
NO REPLY	1	0
NO	30	34
UNCERTAIN, PROBABLY NO	23	27
UNCERTAIN, PROBABLY YES	34	26
YES	12	13

	<u>SECOND ENLISTMENT</u>	
	<u>341X3</u>	<u>COMPARATIVE</u> <u>AFSCs*</u>
NO	23	17
UNCERTAIN, PROBABLY NO	16	18
UNCERTAIN, PROBABLY YES	25	33
YES	36	32

	<u>CAREER</u>	
	<u>341X3</u>	<u>COMPARATIVE</u> <u>AFSCs*</u>
NO REPLY	1	0
NO	14	20
UNCERTAIN, PROBABLY NO	7	8
UNCERTAIN, PROBABLY YES	23	16
YES	55	56

\* BASED ON A SUMMARY OF OVER 21,600 RESPONDENTS FROM MISSION EQUIPMENT MAINTENANCE AFSCs SURVEYED IN 1977.

## IMPLICATIONS

In the analysis of the survey data, it was found that the Analog Flight Simulator career ladder is composed of fairly homogeneous, reasonably satisfied individuals whose job is to operate and maintain analog flight simulators. However, as pointed out in the Career Field Addendum, there is a very high degree of commonality in the tasks performed by this career ladder's personnel and that of AFS 341X2 Defensive System Trainer Personnel; AFS 341X4, Digital Flight Simulator personnel; AFS 341X5, Analog Navigation/Tactics Training Devices personnel; and AFS 341X6, Digital Navigation/Tactics Training Devices personnel. There certainly appears, based on the survey data, that fewer than five career ladders could be organized to operate and maintain these various trainer systems. This is especially true in light of the fact that analog trainers are gradually being phased out of the Air Force inventory and replaced with the more advanced digital trainers. This is also evidenced by the decrease in projected manning for AFS 341X3 personnel. As reported by personnel at the Chanute Technical Training Center, student input for this AFSC for FY 1979 is 20 airmen and for FY 1980 there are no students forecast.

Solutions to problems facing this career ladder as the Air Force modernizes its training devices will not be arrived at easily, but career ladder managers should carefully consider the data presented in this report and the accompanying Career Field Addendum when planning the future of the Analog Flight Simulator career ladder.

**AFS 341XX**

**CAREER FIELD ADDENDUM**

**Atch 1**

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## SUMMARY OF RESULTS

1. Survey Coverage: Inventory booklets were administered to all 2,480 incumbents assigned to the Training Devices career field during the period December 1977 through April 1978. Survey results are based on responses from 1,886 airmen or 76 percent of the assigned career field population.
2. Career Field Structure: Four major groups of jobs were found within the career field. The operation and maintenance group contained 13 subgroups. These were differentiated by the number and kinds of tasks performed, the type of equipment maintained, and the percent of time spent performing various maintenance and supervisory duties. The remaining three groups were composed of personnel assigned as supervisors and managers, formal training personnel, and airmen performing primarily as instrument trainer instructors.
3. DAFSC Differences: Jobs performed by 3- and 5-skill level incumbents were fairly homogeneous. They consisted of tasks relating to performing preventive maintenance, operating training devices, and removing or replacing system components. However, 5-skill level airmen perform a higher average number of tasks than typical 3-skill level airmen. DAFSC 3417X personnel were less homogeneous due to the diversity of technical tasks performed. While functioning as supervisors, they still spend a majority of their time performing technical tasks and duties. DAFSC 34197 personnel are clearly the managers in this career field.
4. Similarities and Differences In Task Performance: There is a great deal of similarity among maintainers in all career ladders in the areas of operating training devices, performing preventive maintenance, and in performing general malfunction isolation procedures. There are also distinct differences between instrument trainer instructor operators and the other ladders; equipment maintainers. In addition, each ladder is different from the others in operation and maintenance of career ladder unique equipment.
5. AFR 39-1 Review: Specialty descriptions were found in general to be accurate depictions of career ladder duties and responsibilities. However, there is considerable commonality among these specialty descriptions, differentiated mainly through the highlighting of equipment unique to each ladder.
6. STS Review: The first 10 paragraphs of each STS in the career field are essentially the same. There is additional commonality in STS paragraphs among the career ladders responsible for operating and maintaining aircrew training devices.

CAREER FIELD ADDENDUM  
TRAINING DEVICES CAREER FIELD  
(AFSCs 341X1, 341X2, 341X3, 341X4, 341X5, 341X6, 341X7, AND 34192)

INTRODUCTION

The principle purpose of constructing a comprehensive job inventory for the Training Devices career field was to provide data in a format that would allow an in-depth analysis of similarities and differences across all the specialties within the career field. Such an analysis was performed and is contained in this addendum which is attached to each Training Devices career ladder Occupational Survey Report.

A great deal of Major Air Command and Air Staff interest exists concerning the collapse of career ladders within the Training Devices career field to create fewer, easier to manage, less expensive to train career specialties. This report is therefore designed to display the survey data in a manner that would facilitate personnel managers in making decisions concerning the future of the career field structure. This report will include: (1) the job structure found within the career field and the relation to skill level and experience level groups; (2) a discussion of the similarities and differences among career ladders; (3) background data relative to job satisfaction; and (4) an analysis of the DAFSC 34197 skill level personnel.

SURVEY SAMPLE

Personnel were selected to participate in this survey so as to insure a balanced representation across MAJCOM and DAFSC groups. A sufficient response was achieved from all career ladders in the Training Devices career field so that the desired comparisons could be made. Table 1 reflects the percentage distribution, by career ladder, of assigned personnel in the AFS 341XX career field as of March 1978, and the distribution of incumbents in the final survey sample. The 1,886 respondents making up the final sample represent 76 percent of the 2,480 members making up the total Training Devices career field. Thirty-two individuals (or 2 percent of the total sample) did not indicate their specific ladder and are shown only with the generic 341XX specialty code. This error rate is within acceptable limits and is not considered a serious problem for data analysis.

Table 2 reflects the distribution, by major command, of assigned personnel with DAFSC 34197 as of March 1978, as well as the distribution of incumbents in the final survey sample. The 102 respondents making up the final sample represent 61 percent of the 168 members assigned as Training Devices Superintendents.

TABLE 1  
DISTRIBUTION OF CAREER FIELD SURVEY SAMPLE BY CAREER LADDER

CAREER LADDER	TOTAL ASSIGNED	TOTAL IN SAMPLE	PERCENT OF TOTAL LADDER SAMPLE	
			PERCENT OF TOTAL SAMPLE	PERCENT OF TOTAL LADDER SAMPLE
341X1 INSTRUMENT TRAINER	262	185	71%	10%
341X2 DEFENSIVE SYSTEM TRAINER	174	137	79%	7%
341X3 ANALOG FLIGHT SIMULATOR	596	483	81%	26%
341X4 DIGITAL FLIGHT SIMULATOR	531	415	78%	22%
341X5 ANALOG NAVIGATION/TACTICS TRAINING DEVICES	235	159	68%	8%
341X6 DIGITAL NAVIGATION/TACTICS TRAINING DEVICES	396	277	70%	15%
341X7 MISSILE TRAINER	118	96	85%	5%
34197 TRAINING DEVICES SUPERINTENDENT	168	102	61%	5%
341XX (DAFSC NOT INDICATED)	32	—	—	2%
TOTAL	2480	1886	76%	100%

TABLE 2

COMMAND REPRESENTATION IN THE SURVEY SAMPLE OF  
DAFSC 34197 PERSONNEL

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
SAC	33	33
TAC	27	26
MAC	13	16
ATC	13	10
USAFE	5	7
PACAF	4	3
ADC	3	3
OTHER	2	2
<b>TOTAL</b>	<b>100</b>	<b>100</b>
<b>TOTAL ASSIGNED -</b>	<b>168</b>	
<b>TOTAL SAMPLED -</b>	<b>102</b>	
<b>PERCENT OF SAMPLE -</b>	<b>61%</b>	

## CAREER FIELD STRUCTURE

An analysis of the career field structure was conducted by using the Comprehensive Occupational Data Analysis Programs (CODAP), as described in the career ladder section in the main body of this report. In fact, the career ladder structures were extracted from the career field structure diagram with the exception of AFS 341X4 and AFS 341X6. Because of their high degree of task similarity, these specialties did not cluster independently, thus requiring separate cluster diagrams in order to perform complete career ladder analyses.

Based on task similarity and relative percent time spent, the most realistic division of the jobs performed in the 341XX career field is illustrated in Figure 1. These job clusters and job types are listed below. The GRP number shown beside each title is a reference to computer print out information included for use by classification and training officials.

### I. Training Devices Operation and Maintenance Personnel (GRP017, N=1,453)

#### A. Senior Analog Training Devices Operator Maintainers (GRP0393, N=309)

#### B. Defensive System - Analog Navigation/Tactics Training Devices Operator Maintainers (GRP391, N=122)

#### C. Digital Training Devices Operator Maintainers (GRP310, N=376)

#### D. Digital Training Devices Shift Supervisors (GRP251, N=25)

#### E. Analog Navigation/Tactics Training Devices Operator Maintainers (GRP232, N=30)

#### F. Missile Trainer Operator Maintainers (GRP216, N=73)

#### G. Instrument Trainer Operator Maintainers (GRP261, N=28)

#### H. Radar Landmass Systems Operator Maintainers (GRP156, N=16)

#### I. Training Devices Supervisory Operator Maintainers (GRP161, N=64)

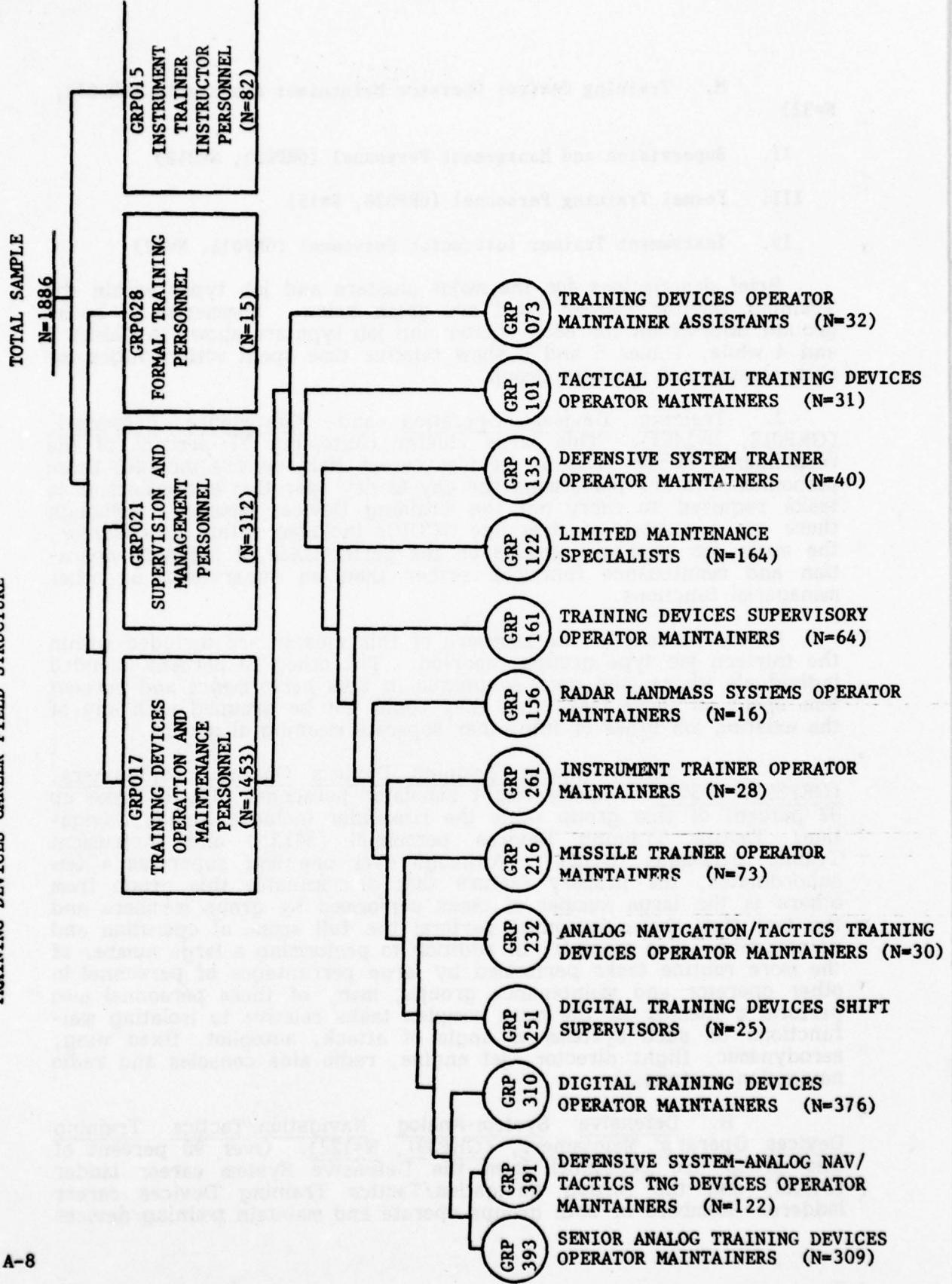
#### J. Limited Maintenance Personnel (GRP122, N=164)

#### K. Defensive System Trainer Operator Maintainers (GRP135, N=40)

#### L. Tactical Digital Training Devices Operator Maintainers (GRP101, N=31)

FIGURE 1

TRAINING DEVICES CAREER FIELD STRUCTURE



M. Training Devices Operator Maintainer Assistants (GRP073,  
N=32)

II. Supervision and Management Personnel (GRP021, N=312)

III. Formal Training Personnel (GRP028, N=15)

IV. Instrument Trainer Instructor Personnel (GRP015, N=82)

Brief descriptions for the major clusters and job types within the Training Devices Career Field are given below. Summaries of background information for each cluster and job type are shown in Tables 3 and 4 while, Tables 5 and 6 show relative time spent within duties for each cluster and job type group.

I. Training Devices Operation and Maintenance Personnel, (GRP017, N=1453). This large cluster containing 77 percent of the respondents to the Training Devices career field survey includes those personnel who are performing the day to day operation and maintenance tasks required to carry out the Training Devices mission. Although there are a number of first line NCOICs included within this cluster, the major job emphasis remains on the performance of technical operation and maintenance functions rather than on supervision or other managerial functions.

Ninety percent of the members of this cluster are included within the thirteen job type groups reported. The other 10 percent included individuals whose jobs were so unique in task performance and percent time spent on those tasks that they could not be grouped with any of the existing job types or into other separate meaningful groups.

A. Senior Analog Training Devices Operator Maintainers, (GRP393, N=309). Analog Flight Simulator personnel (341X3) make up 82 percent of this group while the remainder includes Analog Navigation/ Tactics Training Devices personnel (341X5) and Instrument Trainer personnel (341X1). Although over one half supervise a few subordinates, the primary feature that discriminates this group from others is the large number of tasks performed by group members and the fact that these personnel perform the full scope of operation and maintenance. For example, in addition to performing a large number of the more routine tasks performed by large percentages of personnel in other operator and maintenance groups, many of these personnel also perform a number of the more complex tasks relative to isolating malfunctions on such systems as angle of attack, autopilot, fixed wing, aerodynamic, flight director, jet engine, radio aids consoles and radio navigation systems.

B. Defensive System-Analog Navigation/Tactics Training Devices Operator Maintainers, (GRP391, N=122). Over 90 percent of this group are personnel from the Defensive System career ladder (341X2) and the Analog Navigation/Tactics Training Devices career ladders. Members of both groups operate and maintain training devices

which involve similar principles of operation. While this group performs many of the same general operator and maintenance tasks as many of the other groups, these personnel tend to be more involved in maintenance of T1, T4 and T10 trainers. Some of the tasks which are relatively exclusive to this group include isolation of malfunctions on doppler systems, timing systems, radio navigation systems, comparators, and composite video signals. In addition, approximately one third of this group adjust multi-channel tape recorders, phasing, radar display units, T-10 terrain data signal generators and target intensity. These tasks were performed by very few of the members of other groups in the career field structure analysis.

C. Digital Training Devices Operator Maintainers, (GRP310, N=376). This relatively large group contains personnel who operate and maintain digital training devices. Sixty percent are from the Digital Flight Simulator career ladder (341X4) while 35 percent are from the Digital Navigation/Tactics Training Devices career ladder (341X6). Although a few of these individuals serve as shift chiefs and perform a number of first level supervisory tasks, the primary purpose of personnel in this group is to accomplish the day-to-day operation and maintenance of digital training devices.

Within this job type there appeared to be no real differences between the jobs performed by AFS 341X4 personnel and AFS 341X6 personnel. In fact, a review of the grouping process indicates that 341X4 and 341X6 personnel within the same organizations perform essentially the same jobs.

D. Digital Training Devices Shift Supervisors, (GRP251, N=25). This small group, like the preceding group is composed primarily of 341X4 and 341X6 personnel. Again, there appears to be no specific grouping by ladder. These personnel, perform somewhat fewer tasks than the preceding group and in addition spend considerably more time on supervisory functions. Characteristically members of this group are 7-skill level and call themselves Shift Chiefs but spend a majority of their time on the technical operation and maintenance tasks.

E. Analog Navigation/Tactics Training Devices Operator Maintainers (GRP232, N=30). Members of this group are primarily Analog Navigation/Tactics Training Devices personnel (341X5) and are engaged in operation and maintenance of analog navigation/tactics training devices for T-10, C-5A or C-141 trainers. A small percentage also operate or maintain navigation/tactics training devices for B-52 simulators. Although forty percent of these personnel supervise and many work as section chiefs or shift supervisors, their primary functions are the operation and maintenance of training devices.

Members of this group perform fewer tasks than those of proceeding groups. Most of these tasks are the normal routine functions common to other groups. However, a few unique tasks were performed by substantial percentages of these personnel. These included the operation of closed circuit T.V. systems and digital readout units

(DROS), the isolation of malfunctions and removal or installation of parts of closed circuit simulators or visual attachments, and the operation of digital computers and control panels.

F. Missile Trainer Operator Maintainers (GRP216, N=73). Seventy-one members (97 percent) of this group are missile trainer personnel (341X7). These individuals perform a large number of tasks including many of those general operation and maintenance tasks common to most personnel in this career field. In addition, they perform those tasks unique to missile trainers including the duties of operating missile procedures trainers and the isolation of malfunctions on missile procedures trainers. A more detailed discussion of this group can be found in the Career Ladder Structure section of the Missile Trainer Career Ladder Occupational Survey Report, AFS 341X7, under the Missile Procedures Trainer Maintainers Group (SPL750).

G. Instrument Trainer Operator Maintainers (GRP261, N=28) The 28 members of this group are all members of the Instrument Trainer career ladder, 341X1. These personnel spend approximately 38 percent of their time performing instrument trainer instructor and operation tasks. In addition, 47 percent of their time is spent maintaining the instrument trainer and associated equipment. Although this group is primarily concerned with the performance of technical tasks, slightly over one third also serve as supervisors of small units or as shift chiefs.

H. Radar Landmass Systems Operator Maintainers (GRP156, N=16). This group is made up of personnel from the 341X4 (38 percent) and 341X6 (62 percent) career ladders. Fifty-six percent of these personnel (including personnel from both ladders) are assigned to SAC, operating and maintaining FB-111 mission simulators. The remainder work in TAC organizations and are operating and maintaining simulators for F-4E and F-111 aircraft. Tasks which are unique to this group include: adjust landmass gantry drive systems; remove or install radar scopes; and isolate malfunctions on attack radar systems, CPUS radar landmass systems, and target generation systems. In addition, personnel from this group also perform a variety of other general operation and maintenance tasks common to other operator maintainers within the Training Devices career field.

I. Training Devices Supervisory Operator Maintainers (GRP161, N=64). This group is composed primarily of 7-skill level personnel who in addition to performing supervisory and administrative tasks also perform operator and maintenance tasks for over 50 percent of their work time. Personnel from all of the Training Devices career ladders were found in this group. However, over 50 percent were from the Analog Flight Simulator career ladder (341X3). A majority of this group were in SAC and MAC, but ADC, TAC and ATC were also represented. Primarily tasks from supervisory duties formed the basis for the grouping of these personnel. These included such tasks as, direct shop housekeeping, assign work priorities, make entries on simulator maintenance forms, counsel personnel on personal or military related

problems, and prepare APRs. Also a number of general preventive maintenance tasks were performed by high percentages of the group indicating a day-to-day involvement in the actual maintenance function. These included; visually inspect test equipment for serviceability; visually inspect electrical systems, wire harness, cables, or connector plugs; and physically check for loose mountings or connections. Several simulators were maintained by personnel in this group, however the most common included the KC-135, maintained by 23 percent of the group; the T-1, maintained by 19 percent and the T-4 maintained by 22 percent. Smaller percentages maintained simulators for the B-52, the C-130 or F-106 aircraft.

J. Limited Maintenance Specialists (GRP122, N=164). Members of this group characteristically are in their first enlistment, are 3- or 5-skill level and have an average of only 27 months in the training device career field. Approximately three-fourths of these personnel are from the Analog Flight Simulator career ladder. The remainder include small numbers of personnel from the other ladder in this career field. These personnel perform a variety of tasks which are common to most simulator operation and maintenance functions, but require only minor specialized knowledges of their specific simulator in order to perform them.

K. Defensive System Trainer Operator Maintainers (GRP135, N=40). All but two of this group are from the Defensive System Trainer (341X2) career ladder. These personnel are primarily 5-skill level airmen who average slightly over five years average experience in the career ladder. Tasks which are common to large percentages of the members of this group are primarily the general preventive maintenance and remove and replace tasks which are common to most operator maintenance personnel within this career field. Some operator tasks however, which were somewhat unique to this group were operate flight director controls, fire control radars, graphic display units, and ground track recorders. Thirty percent or more of this group also isolated malfunctions on a variety of systems which were maintained by few members of other groups. These included signal analyzer ECM systems, simulated automatic and manual jamming systems, chaff dispenser ECM systems and flare ECM systems. In addition, approximately one third adjust fire control systems, and multi-channel tape recorders, tasks performed by very few personnel in other groups.

L. Tactical Digital Training Devices Operator Maintainers (GRP101, N=31). This rather heterogeneous group is made up of 18 Digital Flight Simulator and 13 Digital Navigation/Tactics Training Devices personnel. Most of these personnel operate and maintain simulators for tactical aircraft such as the F-4E, F-111F and F-15A. In addition to performing a variety of general operation and maintenance tasks common to most other operator maintainer groups, there were several operator tasks performed by higher percentages of this group than any other group within the career field. Typical examples of these included operating instructor consoles (87 percent), operating digital computer control panels (87 percent), setting up ground targets

(71 percent), operating digital radar landmass systems (64 percent), serving as ground crew during simulator missions (58 percent), and operating armament systems (45 percent). Also included within this group were four airmen from SAC who were assigned as command development technicians.

M. Training Devices Operator Maintainer Assistants (GRP073, N=32). This is a very heterogeneous grouping of training devices personnel who perform a variety of general operating and maintenance tasks which are common to most of the other groups within the career field. Fifty-six percent of these airmen are from the 341X4 career ladder while twenty-eight percent are 341X6 personnel. The remainder are from the 341X1, 341X3 and 341X5 career ladders.

These personnel have the least time in military service and experience in the career field of any of the career field groups. All work in organizations within the CONUS.

II. Supervision and Management Personnel (GRP021, N=312). In addition to 95 of the 102 Training Devices Superintendents responding to the survey, this group includes a number of 7-skill level personnel performing high level supervisory, management or special technical functions within the career field. From the standpoint of tasks performed, the jobs identified within this cluster are very heterogeneous. Few tasks are common to 70 percent or more of this group. This is understandable considering the different kinds of jobs represented by this group. The majority of these personnel (68 percent) serve as supervisors in such positions as Training Devices Superintendent or Branch Chief, positions where their primary function is the supervision of the operation and maintenance of training devices for air crew training. The remainder are involved in a number of specialized support or management type jobs. Examples of some of these include Training Development Team members, MAJCOM Training Devices Representatives; Quality Control Inspectors, Maintenance and/or Supply Coordinators, and Technical Representatives of the Contracting Office (TRCOs). It was interesting to note that a majority of the Training Development Team technicians were from either the Digital Flight Simulator or the Digital Navigation/Tactics Training Devices career ladders. This may be indicative of the increasing emphasis on digital technology in the design and development of new training devices within the field.

III. Formal Training Personnel (GRP028, N=15). This small cluster of 15 personnel was primarily composed of technical school instructors teaching in the basic courses at Chanute AFB. Characteristically members of this group performed very few tasks, almost all of which were specifically related to the conduct of classroom training such as developing curricula or plans of instruction, writing test questions, evaluating progress of trainees, counseling trainees, demonstrating operation of equipment and administering or scoring tests. Although most individuals also performed a few equipment operation and maintenance tasks, these were often unique to the particular portion of the course taught and not common to other personnel in this

group. Although there were a number of other training instructor personnel included within the occupational survey, this cluster was the only group in which instructor tasks were preponderant and characterized the job. Since instructors normally perform a number of operator and maintenance tasks as a part of, or in addition to their instruction, many of these airmen grouped with personnel who operated and maintained the same type of equipment in the field as that taught in the classroom. This is especially true of those Field Training Detachment (FTD) instructors maintaining operational training devices at Vandenberg AFB and Castle AFB.

IV. Instrument Trainer Instructor Personnel (GRP015, N=82). This group contains only personnel in the Instrument Trainer career ladder and are described in detail in the AFS 341X1 Occupational Survey Report.

#### Summary

The clustering analysis of this career field revealed four distinctly different kinds of jobs. Two major clusters containing almost 94 percent of the survey respondents included those airmen who operate and maintain training devices as their primary job and the supervisors or managers of training devices functions. The other two small clusters contained those members of the Instrument Trainer career ladder who served as Instrument Trainer Instructors and personnel who planned and or conducted formal training for training devices personnel.

Characteristically, operation and maintenance personnel in this career field perform a rather large number of tasks that are common to all career ladders. These are general preventive maintenance, operating, isolating malfunctions, and removing and replacing components of units. These common tasks tend to group personnel from all of the ladders and was a major factor in the career field structuring process. Other factors which were instrumental in the grouping process included the degree of supervision exercised, the kind of computers (digital or analog) operated and maintained, and the number of tasks performed.

A review of the group job descriptions and background information within the training devices operation and maintenance cluster reveals that several of these groups contained rather large percentages of two or more career ladders. For example, the Senior Analog Training Devices Operator Maintainers was composed at 12 percent of respondents from the 341X1 ladder, 52 percent of 341X3 ladder respondents, and 17 percent of 341X5 ladder respondents. Airmen in the Defensive Systems-Analog Navigation/Tactics Training Devices Operator Maintainer group were from the 341X2 and the 341X5 ladders. While the Digital Training Devices Operator Maintainers group contained 54 percent of 341X4 respondents and 48 percent of 341X6 respondents. The other operator maintainer groups were made up primarily of personnel from one ladder, except in supervisory groups where supervisory tasks were the primary grouping factors and in the limited performance groups where performance was limited to a small number of routine operation and maintenance tasks common to most ladders.

TABLE 3  
PERCENT TIME SPENT ON DUTIES BY CLUSTER GROUPS WITHIN THE TRAINING DEVICES CAREER FIELD  
(PERCENT MEMBERS PERFORMING)

DUTIES	SUPERVISORY AND MANAGEMENT FUNCTIONS	TRAINING DEVICES OPER & MAINT PERSONNEL	SUPERVISION & MAINT PERSONNEL	FORMAL TRAINING PERSONNEL	INSTRUMENT TRAINER INS PERSONNEL
A ORGANIZING AND PLANNING	1	17	3	2	
B DIRECTING AND IMPLEMENTING	4	26	9	4	
C INSPECTING AND EVALUATING	2	23	6	2	
D TRAINING	2	9	56	5	
<hr/>					
ADMINISTRATIVE FUNCTIONS					
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES, OR TECHNICAL DATA	4	8	2	1	
<hr/>					
TECHNICAL FUNCTIONS					
F PERFORMING PREVENTIVE MAINTENANCE	14	3	2	1	
G OPERATING TRAINING DEVICES	12	4	6	27	*
H OPERATING MISSILE PROCEDURES TRAINERS	*	*	0		
I ISOLATE MALFUNCTIONS ON COMPUTERS AND PERIPHERAL EQUIPMENT	3	1	3	*	*
J ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS AND PERIPHERAL EQUIPMENT	4	*	*	*	*
K ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS WITH ANALOG COMPUTERS	2	*	*	*	*
L ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS WITH DIGITAL COMPUTERS	2	*	*	*	*
M ISOLATE MALFUNCTIONS ON SIMULATOR AND COMPUTER COMPONENTS	6	2	3	*	*
N ISOLATE MALFUNCTIONS ON MISSILE PROCEDURE TRAINERS	*	*	*	*	*
O REMOVING OR REPLACING COMPONENTS OR SYSTEM UNITS	17	*	*	*	*
P ALIGNING AND ADJUSTING SIMULATOR SYSTEMS OR COMPONENTS	9	*	1	*	*
Q PERFORMING IN-SHOP MAINTENANCE	6	2	1		
R PERFORMING INSTRUMENT TRAINER INSTRUCTION FUNCTIONS	2	*	3		
S MAINTAINING MOBILE AIRCREW TRAINING DEVICES	*	*	0		
T PERFORMING OPERATIONAL CHECKS	5	1	*		
U MAINTAINING MISCELLANEOUS EQUIPMENT	2	*	1		

\* INDICATES LESS THAN ONE PERCENT

TABLE 4  
PERCENT TIME SPENT ON DUTIES BY JOB TYPE GROUPS WITHIN THE TRAINING DEVICES CAREER FIELD

DUTY	DEF SYS SR ANALOG TRNG DEV OPR MTR	DIGITAL			ANALOG			MISSILE			RADAR			LANDMASS			TRNG DEV			TACTICAL			DIGITAL			TRNG DI		
		ANALOG NAV/TACT TRNG DEV OPR MTR	DIGITAL NAV/TACT TRNG DEV OPR MTR	CHIEFS	NAV DEV TRNG DEV OPR MTR	ANALOG NAV/TACT TRNG DEV OPR MTR	MISSILE TRNG DEV OPR MTR	INST TRNR OPR MTR	INST TRNR OPR MTR	MISSILE TRNG DEV OPR MTR	INST TRNR OPR MTR	INST TRNR OPR MTR	SUPV OPR MTR	MNT OPR MTR	PERSNL	LMTD	MAINT	DEF SYS OPR MTR	TRNG DEV OPR MTR									
A	1	2	1	4	1	2	2	*	*	7	*	*	7	*	1	1	*	1	1	*	1	1	*	1	1	*	1	1
B	3	4	2	11	3	5	4	2	*	2	14	2	2	3	3	1	3	3	1	2	2	2	2	2	2	2	2	
C	2	2	1	6	1	3	3	2	*	9	1	1	1	1	1	2	2	2	1	2	2	1	1	1	1	1	1	
D	2	2	2	7	2	3	3	2	*	7	1	1	1	1	1	2	2	2	1	2	2	2	2	2	2	2	2	
E	3	4	3	5	4	5	4	3	*	3	7	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
F	14	13	12	10	16	14	13	12	*	10	16	14	14	14	14	22	17	13	20	20	17	13	20	20	20	20	20	
G	9	9	17	9	10	8	8	8	*	6	6	6	6	6	6	5	5	5	5	5	5	5	5	5	5	5	5	5
H	*	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
I	2	3	4	2	2	2	2	2	*	5	1	1	1	1	1	2	2	2	2	2	2	2	2	2	2	2	2	
J	3	3	5	5	5	2	2	2	*	3	5	5	5	5	5	3	4	3	4	3	4	3	4	3	4	3	4	
K	5	2	1	*	*	2	1	*	*	1	2	1	*	1	2	3	4	2	2	2	2	2	2	2	2	2	2	
L	*	2	5	4	1	*	1	*	*	1	1	*	1	1	1	7	1	1	1	1	1	1	1	1	1	1	1	1
M	5	8	8	8	8	7	6	6	*	3	9	9	9	9	9	4	4	4	4	4	4	4	4	4	4	4	4	
N	*	*	*	*	*	*	*	*	*	5	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
O	19	20	16	12	22	15	9	9	*	17	10	10	10	10	10	10	19	19	19	19	19	19	19	19	19	19	19	
P	11	11	9	5	12	9	6	6	*	8	8	8	8	8	8	7	8	8	8	8	8	8	8	8	8	8	8	
Q	7	7	6	4	7	6	4	4	*	1	1	1	1	1	1	6	6	6	6	6	6	6	6	6	6	6	6	
R	1	*	*	*	*	*	*	*	*	*	24	*	*	*	*	*	1	1	1	1	1	1	1	1	1	1	1	1
S	2	2	*	*	*	*	*	*	*	0	0	*	*	*	*	1	1	1	1	1	1	1	1	1	1	1	1	1
T	5	5	5	5	4	4	4	4	*	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	
U	2	2	2	1	2	2	1	2	*	1	1	2	2	2	2	1	1	1	1	1	1	1	1	1	1	1	1	

(SEE TABLE 3 FOR DUTY TITLES)

TABLE 5  
BACKGROUND INFORMATION BY CLUSTER GROUPS WITHIN THE TRAINING DEVICES CAREER FIELD

	TRAINING DEVICES OPER & MAINT PERSONNEL GRP017	SUPERVISION & MAINT PERSONNEL GRP021	FORMAL TRAINING PERSONNEL GRP028	INSTRUMENT TRAINER INST PERSONNEL GRP015
AVERAGE NUMBER OF TASKS PERFORMED	222	93	33	67
JOB DIFFICULTY INDEX	13.7	11.4	9.5	10.6
AVERAGE PAYGRADE	4.3	6.7	5.3	4.3
PERCENT OF MEMBERS WHO SUPERVISE	32	68	13	22
AVERAGE MONTHS IN TRAINING DEVICES CAREER FIELD	53	153	91	66
AVERAGE MONTHS TOTAL ACTIVE MILITARY SERVICE	80	212	133	79
PERCENT MEMBERS IN FIRST ENLISTMENT	44%	1%	0%	46%
PERCENT OF CAREER LADDER SAMPLE IN EACH GROUP	341X1 341X2 341X3 341X4 341X5 341X6 341X7 34197	46% 85% 93% 81% 91% 79% 86% 4%	10% 14% 7% 16% 9% 18% 13% 95%	44% 0% 0% * 0% 0% 0% 0%

\* INDICATES LESS THAN 1%

**TABLE 6**  
BACKGROUND INFORMATION BY JOB TYPE GROUPS WITHIN THE TRAINING DEVICES CAREER FIELD

	SR ANALOG TRNG DEV OPR MTR	ANALOG				DIGITAL				RADAR				TACTICAL				TRNG DEV OPR MTR ASST			
		DEF SYS	ANALOG	DIGITAL	TRNG DEV	NAV/TACT	MISSILE	INST TRNR	TRNG DEV	RADAR	LANDMASS	SUPV	TRNG DEV	DEF SYS	DIGITAL	TRNG DEV	DEF SYS	TRNG DEV			
		NAV/TACT	OPR MTR	TRNG DEV	OPR MTR	SHIFT CHIEFS	OPR MTR	OPR MTR	OPR MTR	LANDMASS	SYS OPR MTR	OPR MTR	OPR MTR	OPR MTR	OPR MTR	OPR MTR	OPR MTR	OPR MTR			
AVERAGE NO. OF TASKS PERFORMED	262	248	301	215	154	230	199	153	212	124	124	124	142	93	93	93	93	93			
JOB DIFFICULTY INDEX	14.9	15.1	16.8	15.5	11.6	14.2	13.8	13.0	14.4	8.5	9.7	10.8	7.4	7.4	7.4	7.4	7.4	7.4			
AVERAGE PAYGRADE	4.3	4.3	4.4	5.9	4.6	3.9	4.6	4.4	5.7	3.6	4.0	4.2	3.6	3.6	3.6	3.6	3.6	3.6			
PERCENT MEMBERS WHO SUPERVISE	37	34	29	80	40	33	39	31	84	11	22	16	9	9	9	9	9	9			
Avg MOS IN TRNG DEVICES CR FLD	57	51	54	118	46	37	57	43	117	27	39	30	19	19	19	19	19	19			
Avg MOS TAFMS	78	84	77	184	104	61	83	87	163	43	65	64	42	42	42	42	42	42			
PERC MEMS IN 1ST ENLISTMENT	42%	46%	41%	0%	30%	63%	36%	50%	5%	87%	73%	77%	94%	94%	94%	94%	94%	94%			
PERC OF CAREER LADDER SAMPLE IN EACH GROUP																					
341X1	12%	12%	0%	0%	0%	0%	*	15%	0%	0%	3%	7%	0%	0%	0%	0%	0%	0%			
341X2	0%	41%	0%	0%	0%	0%	0%	0%	0%	0%	11%	25%	*	0%	0%	0%	0%	0%			
341X3	52%	12	12	0%	0%	0%	0%	0%	0%	0%	7%	22%	0%	0%	0%	0%	0%	0%			
341X4	1%	*	54%	3%	0%	0%	0%	0%	0%	1%	*	22%	0%	0%	0%	0%	0%	0%			
341X5	17%	35%	2%	1%	18%	0%	0%	0%	0%	0%	2%	6%	0%	0%	0%	0%	0%	0%			
341X6	1%	48%	2%	1%	1%	0%	0%	0%	0%	4%	*	3%	0%	0%	0%	0%	0%	0%			
341X7	0%	12	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%			
34197	0%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			

\* INDICATES LESS THAN 1 PERCENT

## ANALYSIS OF DAFSC GROUPS

An analysis by DAFSC of the Training Devices career field was conducted in order that comparisons could be made of each career ladder sample against the total career field sample to determine similarities and differences by skill level. The DAFSC 34197 is included in this analysis because personnel holding the 9-skill level can be placed in positions of supervisory responsibility in any of the seven career ladders within the career field.

With the exception of the time spent by DAFSC 341X1 personnel in the area of performing instrument trainer instruction functions, career field DAFSC groups are quite similar to the DAFSC groups of each career ladder. Table 7 illustrates the relative percent of time spent by the skill level groups on the various duties listed in the job inventory. There is clearly a differentiation between the 3- and 5-skill level technical specialists and the 7- and 9-skill level supervisors. However, there is also a relatively high degree of homogeneity in the total sample, indicating that supervisors also perform technical functions. As Table 8 depicts, there are 23 technical tasks performed by 60 percent or more of the total career field sample.

### Skill Level Groups

As illustrated in the DAFSC analysis of each career ladder in the Training Devices career field, 3- and 5-skill level personnel are primarily technicians performing a majority of their time in three duty areas; performing preventive maintenance, operating training devices, and removing or replacing components or system units. Three-skill level personnel spend 52 percent of their time performing these duties while 5-skill level personnel spend 49 percent of their time on the same functions. There were 58 tasks performed by 50 percent or more of the 123 3-skill level respondents. Tasks performed by 67 percent or more of those airmen are listed in Table 9. The 5-skill level group is even more homogeneous. Ninety-three tasks are performed by 50 percent or more of the 1036 DAFSC 3415X respondents. Tasks performed by 70 percent or more of these airmen are listed in Table 10. As a review of the two tables shows many of the high performance tasks are performed by both 3- and 5-skill level airmen. There is more homogeneity of task performance displayed by the 5-skill level airmen but this is probably due to the larger average number of tasks performed and the experience level of the group rather than a distinct change in the type of jobs performed.

As a group, DAFSC 3417X personnel are less homogeneous than the 3- and 5-skill level groups. As shown in Table 11, tasks performed by large percentages of 7-skill level personnel tend to be supervisory and management in nature. However, only 40 percent of their time is spent performing technical duties. Since the tasks are more diverse, this creates a lower average of members performing for each task in the technical function areas. There is little doubt, though,

that 7-skill level airmen within this career field are performing more as technicians than as managers.

On the other hand, DAFSC 34197 personnel are clearly managers. Spending 86 percent of their time performing supervisory and management functions, these personnel comprise a homogeneous group of superintendents assigned to senior enlisted management positions across all the career ladders in the Training Devices career field. Typical tasks performed by DAFSC 34197 airmen are shown in Table 12. Eighty-eight percent of the members in this group indicated they were direct supervisors of personnel. Table 13 displays the various DAFSCs 9-skill level personnel supervise. It is important to note that the members of this group do have supervisory responsibility across the entire spectrum of DAFSCs in the Training Devices career field. Survey data also showed that there were members in this group that had progressed to the 9-skill level from each of the career ladders in the career field.

TABLE 7  
PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	DAFSC 3413X (N=123)	DAFSC 3415X (N=1036)	DAFSC 3417X (N=593)	DAFSC 34197 (N=102)
<b><u>SUPERVISORY AND MANAGEMENT</u></b>				
A ORGANIZING AND PLANNING	*	1	8	21
B DIRECTING AND IMPLEMENTING	2	3	14	31
C INSPECTING AND EVALUATING	1	1	11	26
D TRAINING	1	2	7	8
<b><u>ADMINISTRATIVE FUNCTIONS</u></b>				
E WORKING WITH FORMS, RECORDS, REPORTS DIRECTIVES, OR TECHNICAL DATA	4	3	6	5
<b><u>TECHNICAL FUNCTIONS</u></b>				
F PERFORMING PREVENTIVE MAINTENANCE	18	14	8	2
G OPERATING TRAINING DEVICES	16	14	8	1
H OPERATING MISSILE PROCEDURES TRAINERS	1	1	*	*
I ISOLATE MALFUNCTIONS ON COMPUTERS AND PERIPHERAL EQUIPMENT	3	3	3	1
J ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS AND PERIPHERAL EQUIPMENT	4	4	2	*
K ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS WITH ANALOG COMPUTERS	2	2	1	*
L ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS WITH DIGITAL COMPUTERS	2	2	2	*
M ISOLATE MALFUNCTIONS ON SIMULATOR AND COMPUTER COMPONENTS	5	6	5	1
N ISOLATE MALFUNCTIONS ON MISSILE PROCEDURE TRAINERS	*	*	*	-
O REMOVING OR REPLACING COMPONENTS OR SYSTEM UNITS	18	16	9	1
P ALIGNING AND ADJUSTING SIMULATOR SYSTEMS OR COMPONENTS	7	9	6	1
Q PERFORMING IN-SHOP MAINTENANCE	6	6	4	1
R PERFORMING INSTRUMENT TRAINER INSTRUCTION FUNCTIONS	2	5	2	*
S MAINTAINING MOBILE AIRCREW TRAINING DEVICES	1	1	*	*
T PERFORMING OPERATIONAL CHECKS	5	5	3	1
U MAINTAINING MISCELLANEOUS EQUIPMENT	2	2	1	*

\* INDICATES LESS THAN ONE PERCENT

TABLE 8

TASKS PERFORMED BY 60 PERCENT OR MORE OF DAFSC 341XX PERSONNEL  
(N=1,886)

TASKS		PERCENT MEMBERS PERFORMING
E11	MAKE ENTRIES ON SIMULATOR MAINTENANCE FORMS SUCH AS AFTO FORMS 349, 350, 359, 781, or 781A	77
G6	DOCUMENT DISCREPANCIES OF SIMULATOR PERFORMANCES	72
F46	TEST ELECTRONIC COMPONENTS SUCH AS DIODES, TRANSISTORS, CAPACITORS, OR RESISTORS	72
F50	VISUALLY INSPECT ELECTRICAL SYSTEMS	71
F60	VISUALLY INSPECT WIRE HARNESS, CABLES, OR CONNECTOR PLUGS	70
F54	VISUALLY INSPECT POWER SUPPLY SYSTEMS	69
F37	VISUALLY CHECK FOR LOOSE MOUNTINGS OR CONNECTIONS	68
F45	STRIP ELECTRICAL WIRES	68
F58	VISUALLY INSPECT VOLTAGE LEVELS, FREQUENCY VARIATIONS, OR CURRENT	67
F57	VISUALLY INSPECT TEST EQUIPMENT FOR SERVICEABILITY	65
O56	REMOVE OR INSTALL INDICATORS	65
F17	CLEAN SOLDERING IRONS	65
G6	DOCUMENT DISCREPANCIES OF SIMULATOR PERFORMANCES	64
F20	CONDUCT PERIODIC MAINTENANCE INSPECTIONS	64
O55	REMOVE OR INSTALL INDICATOR LIGHTS OR PANEL LIGHTS	64
F51	VISUALLY INSPECT ELECTRO-MECHANICAL DEVICES	62
P2	ADJUST AC OR DC SUPPLIES	62
O104	REMOVE OR INSTALL SOLDERED COMPONENTS SUCH AS TRANSISTORS RESISTORS OR CAPACITORS	61
O1	DISASSEMBLE SUBASSEMBLIES FOR REMOVAL OR REPLACEMENT OF COMPONENTS	61
F47	TEST ELECTRO-MECHANICAL COMPONENTS SUCH AS SYNCHROS RESOLVERS, POTENTIOMETERS, OR TRANSFORMERS	61
O44	REMOVE OR INSTALL FUSES OR CIRCUIT BREAKERS	61
F9	CLEAN HAND TOOLS OR SHOP EQUIPMENT	60
O57	REMOVE OR INSTALL INSTRUMENT KNOBS	60

TABLE 9  
REPRESENTATIVE TASKS PERFORMED BY DAFSC 3413X PERSONNEL  
(N=123)

TASKS	PERCENT MEMBERS PERFORMING
F19 CLEAN UP SHOPS	89
F46 TEST ELECTRONIC COMPONENTS SUCH AS DIODES, TRANSISTORS, CAPACITORS, OR RESISTORS	87
O55 REMOVE OR INSTALL INDICATOR LIGHTS OR PANEL LIGHTS	82
F17 CLEAN SOLDERING IRONS	80
F45 STRIP ELECTRICAL WIRES	80
F9 CLEAN HAND TOOLS OR SHOP EQUIPMENT	77
F37 PHYSICALLY CHECK FOR LOOSE MOUNTINGS OR CONNECTIONS	77
E11 MAKE ENTRIES ON SIMULATOR MAINTENANCE FORMS SUCH AS AFTO FORMS 349, 350, 359, 781A	74
F58 VISUALLY INSPECT VOLTAGE LEVELS, FREQUENCY VARIATIONS, OR CURRENT	73
F50 VISUALLY INSPECT ELECTRICAL SYSTEMS	73
O104 REMOVE OR INSTALL SOLDERED COMPONENTS SUCH AS TRANSISTORS, RESISTORS, OR CAPACITORS	71
O56 REMOVE OR INSTALL INDICATORS	71
F60 VISUALLY INSPECT WIRE HARNESSES, CABLES, OR CONNECTOR PLUGS	69
F20 CONDUCT PERIODIC MAINTENANCE INSPECTIONS	68
O44 REMOVE OR INSTALL FUSES OR CIRCUIT BREAKERS	68
T11 PERFORM PREFLIGHT OPERATIONAL CHECKS	67
F54 VISUALLY INSPECT POWER SUPPLY SYSTEMS	67

TABLE 10

TASKS PERFORMED BY 70 PERCENT OR MORE OF DAFSC 3415X PERSONNEL  
(N=1,036)

TASKS	PERCENT MEMBERS PERFORMING
F19 CLEAN UP SHOPS	88
F46 TEST ELECTRONIC COMPONENTS SUCH AS DIODES, TRANSISTORS, CAPACITORS, OR RESISTORS	85
F45 STRIP ELECTRICAL WIRES	83
F50 VISUALLY INSPECT ELECTRICAL SYSTEMS	82
F37 PHYSICALLY CHECK FOR LOOSE MOUNTINGS OR CONNECTIONS	81
E11 MAKE ENTRIES ON OR ATTACH EQUIPMENT STATUS TAGS OR LABELS SUCH AS DD FORMS 1574 1575, 1577 or 1577-2	80
F60 VISUALLY INSPECT WIRE HARNESSSES, CABLES, OR CONNECTOR PLUGS	80
056 REMOVE OR INSTALL INDICATORS	79
F54 VISUALLY INSPECT POWER SUPPLY SYSTEMS	79
F17 CLEAN SOLDERING IRONS	79
055 REMOVE OR INSTALL INDICATOR LIGHTS OR PANEL LIGHTS	79
F58 VISUALLY INSPECT VOLTAGE LEVELS, FREQUENCY VARIATIONS, OR CURRENT	78
F47 TEST ELECTRO-MECHANICAL COMPONENTS SUCH AS SYNCHROS, RESOLVERS, POTENTIOMETERS, OR TRANSFORMERS	78
F20 CONDUCT PERIODIC MAINTENANCE INSPECTIONS	75
P2 ADJUST AC OR DC SUPPLIES	74
01 DISASSEMBLE SUBASSEMBLIES FOR REMOVAL OR REPLACEMENT OF COMPONENTS	73
F9 CLEAN HAND TOOLS OR SHOP EQUIPMENT	73
057 REMOVE OR INSTALL INSTRUMENT KNOBS	73
G6 DOCUMENT DISCREPANCIES OF SIMULATOR PERFORMANCES	72
0104 REMOVE OR INSTALL SOLDERED COMPONENTS SUCH AS TRANSISTORS, RESISTORS OR CAPACITORS	72
044 REMOVE OR INSTALL FUSES OR CIRCUIT BREAKERS	72
F51 VISUALLY INSPECT ELECTRO-MECHANICAL DEVICES	71
F57 VISUALLY INSPECT TEST EQUIPMENT FOR SERVICEABILITY	71
F27 LACE WIRING ASSEMBLIES	70

TABLE 11  
TASKS PERFORMED BY 65 PERCENT OR MORE OF DAFSC 3417X PERSONNEL  
(N=593)

TASKS	PERCENT MEMBERS PERFORMING
E11 MAKE ENTRIES ON SIMULATOR MAINTENANCE FORMS SUCH AS AFTO FORMS 349, 350, 359, 781 OR 781A	77
C37 PREPARE APRS	73
B8 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEM	70
E18 RESEARCH OR REQUISITION SUPPLY STOCK NUMBERS OR PARTS	70
D10 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	70
A3 ASSIGN WORK PRIORITIES	69
D11 DEMONSTRATE OPERATION OF EQUIPMENT	69
B16 DIRECT SHOP HOUSEKEEPING	68
D17 MAINTAIN OJT RECORDS	68
A15 MONITOR OR CERTIFY PREPARATION OF RECORDS OR REPORTS	65
D15 EVALUATE PROGRESS OF TRAINEES	65
E3 IDENTIFY SIMULATOR PARTS	65
D9 COUNSEL TRAINEES ON TRAINING PROGRESS	65

TABLE 12  
TASKS PERFORMED BY 80 PERCENT OR MORE OF DAFSC 34197 PERSONNEL  
(N=102)

TASKS	PERCENT MEMBERS PERFORMING
B22 DRAFT CORRESPONDENCE	98
A4 ATTEND STAFF, COUNCIL, BOARD, OR PLANNING MEETINGS	98
B30 INITIATE RECOGNITION FOR COMMENDABLE PERFORMANCE	93
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	92
B8 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	91
A15 MONITOR OR CERTIFY PREPARATION OF RECORDS OR REPORTS	90
C37 PREPARE APRS	90
A27 SCHEDULE LEAVES OR PASSES	89
B2 CLARIFY POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	88
C3 ENDORSE AIRMAN PERFORMANCE REPORTS (APRS)	86
A2 ASSIGN SPONSORS TO NEWLY ASSIGNED PERSONNEL	86
B28 INDOCTRINATE NEWLY ASSIGNED PERSONNEL	84
B21 DISTRIBUTE CORRESPONDENCE, TECHNICAL INFORMATION, OR DIRECTIVES	83
A13 ESTABLISH PROCEDURAL GUIDELINES SUCH AS OPERATING INSTRUCTIONS (OIS) OR SPECIAL OPERATING INSTRUCTIONS (SOIS)	82
C9 EVALUATE EQUIPMENT PERFORMANCE	82
A7 COORDINATE WITH SUPPLY ACTIVITIES	81
A6 COORDINATE SIMULATOR SCHEDULES WITH TRAINING SQUADRONS, MAINTENANCE, OR OPERATIONS	80
A3 ASSIGN WORK PRIORITIES	80
C25 EVALUATE REPORTS	80
C40 REVIEW MANNING DOCUMENTS	80

TABLE 13  
PERCENT OF DAFSC 34197 PERSONNEL SUPERVISING VARIOUS DAFSC PERSONNEL WITHIN THE TRAINING DEVICES CAREER FIELD

TASK	PERCENT PERFORMING
B45 SUPERVISE CIVILIAN PERSONNEL	44
B46 SUPERVISE MILITARY PERSONNEL IN AFSCs OTHER THAN 341XX	30
B47 SUPERVISE ANALOG FLIGHT SIMULATOR SPECIALISTS (AFSC 34153)	21
B48 SUPERVISE ANALOG NAVIGATION/TACTICS SIMULATOR SPECIALISTS (AFSC 34155)	17
B49 SUPERVISE APPRENTICE ANALOG FLIGHT SIMULATOR SPECIALISTS (AFSC 34133)	10
B50 SUPERVISE APPRENTICE ANALOG NAVIGATION/TACTICS SIMULATOR SPECIALISTS (AFSC 34135)	11
B51 SUPERVISE APPRENTICE DEFENSIVE SYSTEMS TRAINER SPECIALISTS (AFSC 34132)	4
B52 SUPERVISE APPRENTICE DIGITAL FLIGHT SIMULATOR SPECIALISTS (AFSC 34134)	12
B53 SUPERVISE APPRENTICE DIGITAL NAVIGATION/TACTICS SIMULATOR SPECIALISTS (AFSC 34136)	12
B54 SUPERVISE APPRENTICE INSTRUMENT TRAINER SPECIALISTS (AFSC 34131)	8
B55 SUPERVISE APPRENTICE MISSILE PROCEDURES TRAINER SPECIALISTS (AFSC 34137)	2
B56 SUPERVISE INSTRUMENT TRAINER SPECIALISTS (AFSC 34151)	15
B57 SUPERVISE DEFENSIVE SYSTEMS TRAINER SPECIALISTS (AFSC 34152)	9
B58 SUPERVISE ANALOG FLIGHT SIMULATOR SPECIALISTS (AFSC 34153)	17
B59 SUPERVISE DIGITAL FLIGHT SIMULATOR SPECIALISTS (AFSC 34154)	22
B60 SUPERVISE ANALOG NAVIGATION/TACTICS SIMULATOR SPECIALISTS (AFSC 34155)	15
B61 SUPERVISE DIGITAL NAVIGATION/TACTICS SIMULATOR SPECIALISTS (AFSC 34156)	15
B62 SUPERVISE MISSILE PROCEDURES TRAINER SPECIALISTS (AFSC 34157)	17
B63 SUPERVISE INSTRUMENT TRAINER TECHNICIANS (AFSC 34171)	3
B64 SUPERVISE DEFENSIVE SYSTEMS TRAINER TECHNICIANS (AFSC 34172)	17
B65 SUPERVISE ANALOG FLIGHT SIMULATOR TECHNICIANS (AFSC 34173)	19
B66 SUPERVISE DIGITAL FLIGHT SIMULATOR TECHNICIANS (AFSC 34174)	35
B67 SUPERVISE ANALOG NAVIGATION/TACTICS SIMULATOR TECHNICIANS (AFSC 34175)	43
B68 SUPERVISE DIGITAL NAVIGATION/TACTICS SIMULATOR TECHNICIANS (AFSC 34176)	29
B69 SUPERVISE MISSILE PROCEDURES TRAINER TECHNICIANS (AFSC 34177)	35
B70 SUPERVISE TRAINING DEVICES SUPERINTENDENTS (AFSC 34197)	5
	18

## ANALYSIS OF AFMS GROUPS

An analysis was also conducted comparing job differences among individuals grouped by time in service. Very similar conclusions to those for DAFSC groups were noted.

Table 14 displays the relative percent of time spent on duties by AFS 341XX personnel grouped by enlistment period. The same trend is exhibited here as was found in the separate analyses of the career ladders. Throughout all enlistment periods, airmen tend to move into positions of greater supervisory and management responsibility as they gain time in service. The longer individuals have in service, the less time they spend performing technical tasks and duties. However, it is not until the 20 year service point before personnel spend more time in supervisory and management functions than they do performing technical functions. Even at this point though, the rise in the time spent performing supervisory and management functions can be attributed to the inclusion in this table of DAFSC 34197 personnel. Fifty-one percent of the personnel in the 241 + months TAFMS group are Training Devices Superintendents. So for the most part, regardless of experience level, most AFS 341XX airmen will function as "hands-on" equipment technicians throughout their Air Force career.

A look at tasks performed by first enlistment airmen (148 months TAFMS) continues to show a high degree of homogeneity of the first job across the Training Devices career field. Of the 1144 inventory tasks, 85 are performed by 50 percent or more of this group. The average number of tasks for this group is 187. First enlistment airmen show a particularly high degree of task commonality in the duties of performing preventive maintenance, and removing or replacing components or system units as shown in Table 15.

TABLE 14  
PERCENT TIME SPENT ON DUTIES BY 341XX AFMS GROUPS

DUTY	MONTHS TOTAL ACTIVE FEDERAL MILITARY SERVICE					
	1-48 (N=86)	49-96 (N=381)	97-144 (N=276)	145-192 (N=209)	193-240 (N=187)	241+ (N=144)
<b>SUPERVISORY AND MANAGEMENT FUNCTIONS</b>						
A ORGANIZING AND PLANNING	*	1	4	8	10	17
B DIRECTING AND IMPLEMENTING	1	4	8	13	17	27
C INSPECTING AND EVALUATING	1	4	6	12	14	21
D TRAINING	1	3	5	7	7	9
<b>ADMINISTRATIVE FUNCTIONS</b>						
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES, OR TECHNICAL DATA	3	4	5	6	7	6
<b>TECHNICAL FUNCTIONS</b>						
F PERFORMING PREVENTIVE MAINTENANCE	16	13	11	8	7	3
G OPERATING TRAINING DEVICES	15	13	12	8	6	3
H OPERATING MISSILE PROCEDURES TRAINERS	1	*	*	*	*	*
I ISOLATE MALFUNCTIONS ON COMPUTERS AND PERIPHERAL EQUIPMENT	3	3	3	2	2	1
J ISOLATE MALFUNCTIONS ON INSULATOR SYSTEMS AND PERIPHERAL EQUIPMENT	4	4	3	2	2	1
K ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS WITH ANALOG COMPUTERS	2	2	2	1	1	1
L ISOLATE MALFUNCTIONS ON SIMULATOR SYSTEMS WITH DIGITAL COMPUTERS	2	2	2	2	2	1
M ISOLATE MALFUNCTIONS ON SIMULATOR AND COMPUTER COMPONENTS	6	6	4	4	4	2
N ISOLATE MALFUNCTIONS ON MISSILE PROCEDURE	*	*	*	*	*	*
O REMOVING OR REPLACING COMPONENTS OR SYSTEM UNITS	17	16	12	9	7	3
P ALIGNING AND ADJUSTING SIMULATOR SYSTEMS OR COMPONENTS	9	8	7	6	5	2
Q PERFORMING IN-SHOP MAINTENANCE	6	6	5	4	3	1
R PERFORMING INSTRUMENT TRAINER INSTRUCTION FUNCTIONS	5	5	3	3	1	1
S MAINTAINING MOBILE AIRCREW TRAINING DEVICES	1	1	*	1	1	*
T PERFORMING OPERATIONAL CHECKS	5	5	4	3	3	1
U MAINTAINING MISCELLANEOUS EQUIPMENT	2	2	2	1	1	*

\* INDICATES LESS THAN ONE PERCENT

TABLE 15  
REPRESENTATIVE TASKS PERFORMED BY 341XX PERSONNEL WITH 1-48 MONTHS TAFMS  
(N=686)

TASKS	PERCENT MEMBERS PERFORMING
F19 CLEAN UP SHOPS	91
F46 TEST ELECTRONIC COMPONENTS SUCH AS DIODES, TRANSISTORS, CAPACITORS, OR RESISTORS	88
F45 STRIP ELECTRICAL WIRES	85
F17 CLEAN SOLDERING IRONS	82
F50 VISUALLY INSPECT ELECTRICAL SYSTEMS	82
F37 PHYSICALLY CHECK FOR LOOSE MOUNTINGS OR CONNECTIONS	81
055 REMOVE OR INSTALL INDICATOR LIGHTS OR PANEL LIGHTS	81
056 REMOVE OR INSTALL INDICATORS	79
F60 VISUALLY INSPECT WIRE HARNESSES, CABLES, OR CONNECTOR PLUGS	79
F58 VISUALLY INSPECT VOLTAGE LEVELS, FREQUENCY VARIATIONS, OR CURRENT	78
E11 MAKE ENTRIES ON SIMULATOR MAINTENANCE FORMS SUCH AS AFTO FORMS 349, 350, 359, 781 OR 781A	77
F54 VISUALLY INSPECT POWER SUPPLY SYSTEMS	77
F20 CONDUCT PERIODIC MAINTENANCE INSPECTIONS	76
F9 CLEAN HAND TOOLS OR SHOP EQUIPMENT	76
F47 TEST ELECTRO-MECHANICAL COMPONENTS SUCH AS SYNCHROS, RESOLVERS, POTENTIOMETERS, OR TRANSFORMERS	74
044 REMOVE OR INSTALL FUSES OR CIRCUIT BREAKERS	73
057 REMOVE OR INSTALL INSTRUMENT KNOBS	72
0104 REMOVE OR INSTALL SOLDERED COMPONENTS SUCH AS TRANSISTORS, RESISTORS OR CAPACITORS	72
G6 DOCUMENT DISCREPANCIES OF SIMULATOR PERFORMANCES	71
01 DISASSEMBLE SUBASSEMBLIES FOR REMOVAL OR REPLACEMENT OF COMPONENTS	71
F51 VISUALLY INSPECT ELECTRO-MECHANICAL DEVICES	70
P2 ADJUST AC OR DC SUPPLIES	70
F6 CLEAN AIR FILTERS	70

## SIMILARITIES AND DIFFERENCES IN TASKS PERFORMED AMONG CAREER LADDERS IN THE TRAINING DEVICES CAREER FIELD

Since all the career ladders surveyed perform jobs related to the maintenance of training devices, it can be assumed that there are certain tasks that would be common for all these specialties. At the same time, it can be assumed that since each career ladder maintains different types of training devices, the tasks performed by each specialty would be different. This section will show the similarities and differences in task performance among the various Training Devices career ladders. As the data presented will illustrate, both assumptions mentioned above are correct. Career ladders are very similar in the areas of performing preventive maintenance and removing or replacing system components, but are very different in the maintenance of specific equipment.

This section will examine the similarities and differences in task performance by first grouping the Flight Simulator and Navigation/Tactics Training Devices career ladders (AFSCs 341X3, 341X4, 341X5, and 341X6), comparing and contrasting them, and then comparing and contrasting the task performance of each of the other Training Devices career ladders to the data of that combined group. The 1-48 month TAFMS groups in each career ladder were chosen for the comparison because they represent the largest groups of individuals in each of the specialties.

### Flight Simulator and Navigation/Tactics Training Devices Career Ladders

The Analog and Digital Flight Simulator career ladders (AFSCs 341X3 and 341X4), and the Analog and Digital Navigation/Tactics Training Devices career ladders (AFSCs 341X5 and 341X6), when combined form a very homogeneous group. As shown in Table 16, there are 59 tasks performed by 50 percent or more of the airmen in the 1-48 month TAFMS groups of each of these career ladders. When looking at a figure of 30 percent or more of each group performing, the number of common tasks rises to 142. In order to better demonstrate this commonality in tasks performed Table 17 lists the average number of tasks performed by first enlistment personnel in each career ladder. Clearly, the majority of tasks usually performed by the members of these groups are common across the four career ladders.

When comparing the similarities between the two AFSCs associated with analog training devices (AFSCs 341X3, 341X5) or those associated with digital training devices (AFSCs 341X4, 341X6), the results are even more dramatic. There are 177 tasks performed by 30 percent or more of first enlistment personnel in both AFSCs 341X3 and 341X5, and 254 tasks performed by 30 percent or more of both AFS 341X4 and 341X6 first enlistment groups.

There are however, tasks unique to each of these career ladders. There are 20 tasks of which only 30 percent or more of AFS 341X3 first enlistment personnel were found to be performing. These tasks listed in Table 18 are primarily related to the isolation of malfunctions on simulator systems with analog computers, and alignment and adjustment procedures. The 22 tasks shown in Table 19 exclusive to AFS 341X5 first enlistment airmen also fall in the same areas. There are only five tasks exclusive to the AFS 341X4 first enlistment group (See Table 20), but there are 31 tasks listed in Table 21 unique to the AFS 341X6 first enlistment personnel. The tasks of sole responsibility for this group lie primarily in the areas of operating training devices and malfunction isolation on simulator systems with digital computers.

#### Defensive System Career Ladder

The AFS 341X2, Defensive System, first enlistment group was found to possess a high degree of task commonality with the other groups maintaining flight related training devices. Of the 59 tasks listed in Table 16, 55 were also performed by 50 percent or more of this group. In addition, there were 122 tasks performed by 30 percent or more of first enlistment personnel in each of these five AFSCs. Although 122 common tasks are fewer for AFS 341X2 personnel than the other career ladders discussed, this group averages fewer tasks performed (167).

Defensive system personnel perform far more tasks in common with digital trainer maintenance personnel than with analog trainer maintenance personnel. AFS 341X2 first enlistment airmen perform 154 tasks common to 30 percent or more of each AFS 341X4 and 341X6 first enlistment groups but only 132 tasks common to 30 percent or more of each AFS 341X3 and 341X5 first enlistment groups.

This career ladder has more in common with the navigation/tactics training devices career ladders than with the flight simulator career ladders. There were 153 tasks performed by 30 percent or more of this career ladder and both AFSCs 341X5 and 341X6. There were 181 tasks performed by 30 percent or more of both AFSCs 341X3 and 341X64. Logically then, greater commonality was found to be with the Digital Navigation/Tactics Training Devices career ladder. There were however, some differences in tasks performed. Seventeen tasks were identified as being performed exclusively by Defensive System personnel and are listed in Table 22. As expected, they pertain to the operation and maintenance of specific defensive system training devices.

#### Missile Trainer Career Ladder

Although AFS 341X7 Missile Trainer personnel do not maintain equipment that simulates flight crew functions they do possess a great deal of task commonality with the Training Devices career ladders previously discussed. Of the 59 tasks listed in Table 16, 54 were also

performed by 50 percent or more of this group. There were 112 tasks performed by 30 percent or more of both AFS 341X7 first enlistment personnel and the first enlistment personnel in AFSCs 341X3, 341X4, 341X5, and 341X6. However, Missile Trainer personnel were found to exhibit the most task commonality with other personnel maintaining training devices with digital computers. There were 151 tasks performed by 30 percent or more of first enlistment airmen in the AFSCs 341X7, 341X4, and 341X6, and 170 tasks performed by 30 percent or more of both AFSC 341X7 and 341X6 groups.

There were also many very distinct differences in the tasks performed by Missile Trainer personnel as illustrated in Table 23. Again, as would be expected, the 56 tasks listed pertain primarily to the operation and maintenance of specific and unique missile trainer systems.

#### Instrument Trainer Career Ladder

When compared as a total group, there is very little commonality between Instrument Trainer personnel and the other Training Devices career ladders. Of the 59 tasks listed in Table 16, only four are performed by 50 percent or more of first enlistment personnel in this specialty. The number of tasks performed by 30 percent or more of the personnel in AFSC 341X1 and each of the flight simulator and navigation/tactics training devices career ladders is only 41. Although, as reported in the Occupational Survey Report for this career ladder, some AFS 341X1 personnel were found to be performing in a trainer maintenance capacity similar to Analog Flight Simulator (AFS 341X3) personnel, the majority of AFS 341X1 airmen however, function as instructor operators and are not actively involved in the maintenance of simulator equipment. Therefore, the common maintenance tasks linking the other Training Devices career ladders are not performed by large numbers of personnel in this specialty.

Instrument Trainer personnel are unique however, in their performance of instructor duties as illustrated by Table 24. The 43 tasks listed all pertain to performing instrument trainer instructor functions.

#### Summary

There is a great deal of task commonality and similarity among career ladders in the Training Devices career field. There is task commonality among personnel maintaining aircrew training devices, among personnel maintaining flight simulators, among personnel maintaining analog training devices, and among personnel maintaining digital training devices regardless of their AFSC. There is much similarity among maintainers in all career ladders in the areas of operating training devices, performing preventive maintenance, and in general malfunction isolation procedures.

There are also differences among the career ladders. Instrument Trainer instructor operators are very different in task performance from training devices maintainers. In addition, each career ladder is different from the others in the career field in terms of operation and maintenance of career ladder unique equipment. However, except for the unique instructor tasks performed by AFS 341X1 personnel, the exclusive tasks performed within any of the other career ladders are only a small part of the total job of that specialty.

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY AIRMEN IN THE 1-48 MONTH TAFMS GROUPS  
OF THE 341X3, 341X4, 341X5, AND 341X6 CAREER LADDER

TASKS	TASK DIFFICULTY
E3 IDENTIFY SIMULATOR PARTS	4.03
E11 MAKE ENTRIES ON SIMULATOR MAINTENANCE FORMS SUCH AS AFTO FORMS 349, 350, 359, 781 or 781A	4.26
E18 RESEARCH OR REQUISITION SUPPLY STOCK NUMBERS OR PARTS	4.94
F6 CLEAN AIR FILTERS	2.02
F8 CLEAN COOLING FANS	2.04
F9 CLEAN HAND TOOLS OR SHOP EQUIPMENT	2.04
F14 CLEAN PARTS OR COMPONENTS USING SOLVENTS	3.07
F17 CLEAN SOLDERING IRONS	2.21
F19 CLEAN UP SHOPS	1.95
F20 CONDUCT PERIODIC MAINTENANCE INSPECTIONS	4.64
F27 LACE WIRING ASSEMBLIES	3.33
F30 LUBRICATE MECHANICAL ASSEMBLIES	2.90
F37 PHYSICALLY CHECK FOR LOOSE MOUNTINGS OR CONNECTIONS	3.39
F45 STRIP ELECTRICAL WIRES	2.08
F46 TEST ELECTRONIC COMPONENTS SUCH AS DIODES, TRANSISTORS, CAPACITORS, OR RESISTORS	4.61
F47 TEST ELECTRO-MECHANICAL COMPONENTS SUCH AS SYNCHROS, RESOLVERS, POTENTIOMETERS, OR TRANSFORMERS	5.19
F48 VACUUM EQUIPMENT	2.07
F49 VISUALLY INSPECT AIR CONDITIONING SYSTEMS	2.92
F50 VISUALLY INSPECT ELECTRICAL SYSTEMS	3.40
F51 VISUALLY INSPECT ELECTRO-MECHANICAL DEVICES	3.68
F54 VISUALLY INSPECT POWER SUPPLY SYSTEMS	3.59
F56 VISUALLY INSPECT SERVO SYSTEMS	3.55
F57 VISUALLY INSPECT TEST EQUIPMENT FOR SERVICEABILITY	3.40
F58 VISUALLY INSPECT VOLTAGE LEVELS, FREQUENCY VARIATIONS, OR CURRENT	3.82
F60 VISUALLY INSPECT WIRE HARNESSES, CABLES, OR CONNECTOR PLUGS	3.39
G6 DOCUMENT DISCREPANCIES OF SIMULATOR PERFORMANCES	3.81
G63 OPERATE INSTRUCTOR CONSOLES	5.21
G134 VISUALLY OBSERVE CONSOLE INDICATORS	3.92
I38 ISOLATE MALFUNCTIONS ON POWER SUPPLIES	5.67
J5 ISOLATE MALFUNCTIONS ON ELECTRICAL SYSTEMS	5.36
J16 ISOLATE MALFUNCTIONS ON HANDSETS, HEADSETS, OR MICROPHONES	4.00
J22 ISOLATE MALFUNCTIONS ON INDICATOR SYSTEMS	5.12
M47 ISOLATE MALFUNCTIONS USING SCHEMATICS OR WIRING DIAGRAMS	6.03
O1 DISASSEMBLE SUBASSEMBLIES FOR REMOVAL OR REPLACEMENT OF COMPONENTS	4.63
O8 REMOVE OR INSTALL AIR FILTERS	2.61
O13 REMOVE OR INSTALL CABLE ASSEMBLIES	3.94
O17 REMOVE OR INSTALL CIRCUIT WIRING	4.55
O23 REMOVE OR INSTALL CONNECTING PLUGS	4.01
O44 REMOVE OR INSTALL FUSES OR CIRCUIT BREAKERS	2.85
O55 REMOVE OR INSTALL INDICATOR LIGHTS OR PANEL LIGHTS	2.71
O56 REMOVE OR INSTALL INDICATORS	3.03
O57 REMOVE OR INSTALL INSTRUMENT KNOBS	2.10
O59 REMOVE OR INSTALL INSTRUMENTS SUCH AS CONSOLE, COCKPIT, OR STUDENT STATION	2.90
O60 REMOVE OR INSTALL LEADS OR CORDS	2.78
O85 REMOVE OR INSTALL POWER SUPPLIES	3.78
O94 REMOVE OR INSTALL RELAYS OR SOLENOIDS	3.94
O95 REMOVE OR INSTALL RESOLVERS, SYNCHROS OR POTENTIOMETERS	4.90
O104 REMOVE OR INSTALL SOLDERED COMPONENTS SUCH AS TRANSISTORS, RESISTORS, OR CAPACITORS	4.62
O105 REMOVE OR INSTALL SPEAKERS, MICROPHONES, HEADSETS OR HANDSETS	3.25
O111 REMOVE OR INSTALL TOGGLE SWITCHES	3.27
O122 REWIRE SYSTEMS USING SOLDERING EQUIPMENT	4.67
P2 ADJUST AC OR DC SUPPLIES	4.44
P75 ADJUST POWER SUPPLIES	4.69
T1 CHECK SWITCHES FOR POSITIVE ACTION	2.98
T11 PERFORM PREFLIGHT OPERATIONAL CHECKS	4.89
T18 TEST CONSOLE INSTRUMENTS	4.24
T21 TEST OPERATE SIMULATORS TO ISOLATE MALFUNCTIONS	5.70
U6 MAINTAIN AREA BEAUTIFICATION	2.19
U7 PACK OR UNPACK EQUIPMENT	2.60

TABLE 17

AVERAGE NUMBER OF TASKS PERFORMED BY 1-48 TAFMS PERSONNEL IN  
AFSCs 341X3, 341X4, 341X5, AND 341X6

	1-48 MONTHS TAFMS			
	<u>341X3</u>	<u>341X4</u>	<u>341X5</u>	<u>341X6</u>
AVERAGE NUMBER OF TASKS PERFORMED	178	205	213	235

TABLE 18

TASKS EXCLUSIVE TO THE 341X3 CAREER LADDER  
PERFORMED BY 30 PERCENT OR MORE OF FIRST ENLISTMENT PERSONNEL

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F59 VISUALLY INSPECT WATER SUPPLY SYSTEMS	34
G38 OPERATE DIAGNOSTIC TEST PROGRAMS ON SIMULATORS WHICH USE ANALOG COMPUTERS SUCH AS AUTOMATIC AMPLIFIER CHECKERS	38
K5 ISOLATE MALFUNCTIONS ON ANGLE OF ATTACK (AOA) SYSTEMS	60
K7 ISOLATE MALFUNCTIONS ON AUTOPILOT SYSTEMS	70
K16 ISOLATE MALFUNCTIONS ON FLIGHT DIRECTOR SYSTEMS	57
K17 ISOLATE MALFUNCTIONS ON FUEL SYSTEMS	80
K19 ISOLATE MALFUNCTIONS ON HYDRAULIC SYSTEMS	59
K24 ISOLATE MALFUNCTIONS ON JET ENGINE SYSTEMS	65
K25 ISOLATE MALFUNCTIONS ON LAND, AIR, OR FREEZE RESET SYSTEMS	65
K32 ISOLATE MALFUNCTIONS ON RADIO AIDS CONSOLES	71
K33 ISOLATE MALFUNCTIONS ON RADIO NAVIGATIONAL SYSTEMS	52
K38 ISOLATE MALFUNCTIONS ON SOUND SYSTEMS SUCH AS ENGINE SOUND, TIRE SCREECH, OR MISSILE LAUNCH	58
M5 ISOLATE DEFECTIVE DEMODULATORS	35
O39 REMOVE OR INSTALL FIXED-WING FLIGHT DIRECTOR CONTROL SUCH AS THROTTLES OR CONTROL STICKS	30
O61 REMOVE OR INSTALL MAGNETIC ACTUATORS OR CYLINDERS	33
P7 ADJUST APPROACH OR GLIDE SLOPE DEVIATION RECORDERS ON SIMULATORS	41
P27 ADJUST DEMODULATORS ON SIMULATORS	56
P34 ADJUST ELECTRO-MECHANICAL CONTROL LOADING SYSTEMS	31
P39 ADJUST FLIGHT PATH RECORDERS	33
Q16 BENCH CHECK DEMODULATORS	32

TABLE 19

TASKS EXCLUSIVE TO THE 341X5 CAREER LADDER  
PERFORMED BY 30 PERCENT OR MORE OF FIRST ENLISTMENT PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
E9 MAINTAIN TO FILES, TO COMPLIANCE RECORDS OR DIRECTIVE FILES	45
F22 CONDUCT QUALITY CONTROL INSPECTIONS	33
G46 OPERATE DOPPLER RADAR SYSTEMS	42
I24 ISOLATE MALFUNCTIONS ON INTEGRATOR SERVO SYSTEMS	31
K12 ISOLATE MALFUNCTIONS ON DOPPLER SYSTEMS	62
K18 ISOLATE MALFUNCTIONS ON GROUND TRACKING RADAR SYSTEMS	35
K39 ISOLATE MALFUNCTIONS ON SRAM SYSTEMS	38
K40 ISOLATE MALFUNCTIONS ON TERRAIN AVOIDANCE SYSTEMS	38
K43 ISOLATE MALFUNCTIONS ON TIMING SYSTEMS	40
M42 ISOLATE MALFUNCTIONS ON SRAM ATTACHMENTS	35
M44 ISOLATE MALFUNCTIONS ON TOPOGRAPHICAL COMPARATORS	40
O46 REMOVE OR INSTALL GEAR BOXES OTHER THAN SERVOS	33
O79 REMOVE OR INSTALL PLOTTING BOARDS	35
P19 ADJUST COLLECTION ELECTRONICS SYSTEMS	35
P45 ADJUST GEAR TRAINS ON SIMULATORS	33
P61 ADJUST MASTER TIMING	31
P72 ADJUST PHASING	45
P76 ADJUST PROJECTION ELECTRONIC SYSTEMS	35
P77 ADJUST PROJECTION OPTICS	58
P95 ADJUST T-10 TERRAIN DATA SIGNAL GENERATORS	45
P138 ALIGN TRICOLOR COLLECTION OPTICS	55
Q20 BENCH CHECK GENERATORS	33

TABLE 20

TASKS EXCLUSIVE TO THE 341X4 CAREER LADDER  
PERFORMED BY 30 PERCENT OR MORE OF FIRST ENLISTMENT PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
G28 OPERATE CARD CHECKERS	31
G51 OPERATE FLIGHT DIRECTOR CONTROLS	30
J40 ISOLATE MALFUNCTIONS ON THREE-DEGREE MOTION SYSTEMS	33
M40 ISOLATE MALFUNCTIONS ON SLIDE PROJECTORS	35
O96 REMOVE OR INSTALL SEATS OTHER THAN EJECTION	31

TABLE 21

TASKS EXCLUSIVE TO THE 341X6 CAREER LADDER  
PERFORMED BY 30 PERCENT OR MORE OF FIRST ENLISTMENT PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
G19 OPERATE AIR DECOY MISSILE SYSTEMS SUCH AS DRONES	30
G21 OPERATE AIR-TO-GROUND RADAR BOMB RUNS	36
G23 OPERATE ARMAMENT SYSTEMS	39
G24 OPERATE ATTACK RADARS	40
G26 OPERATE AUTOMATIC TEST EQUIPMENT	33
G45 OPERATE DISCS	32
G48 OPERATE ENGINE CONTROL SYSTEMS	30
G64 OPERATE INTENSITY OF TARGET, WEATHER, OR GROUND ILLUMINATION CONTROLS	30
G70 OPERATE MAGNETIC DISC UNITS	30
G77 OPERATE PERIPHERAL EQUIPMENT FOR STUDENT SCORING OR EVALUATIONS SUCH AS BOMB RUNS, APPROACHES, OR INTERCEPTS	31
G104 OPERATE TERRAIN FOLLOWING RADAR	34
G125 SET UP GROUND TARGETS	47
I8 ISOLATE MALFUNCTIONS ON CARD READERS	31
I18 ISOLATE MALFUNCTIONS ON DIGITAL TIMING SYSTEMS	30
I30 ISOLATE MALFUNCTIONS ON MAGNETIC TAPE UNITS	33
J1 ISOLATE MALFUNCTIONS ON CANOPY ACTUATING MECHANISMS	49
J4 ISOLATE MALFUNCTIONS ON DIGITAL TARGET GENERATION SYSTEMS	40
L1 ISOLATE MALFUNCTIONS ON AIRBORNE TARGET GENERATION SYSTEMS	36
L5 ISOLATE MALFUNCTIONS ON AOA SYSTEMS	38
L6 ISOLATE MALFUNCTIONS ON ATTACK RADAR SYSTEMS	43
L30 ISOLATE MALFUNCTIONS ON OPTICAL SIGHT SYSTEMS	30
L36 ISOLATE MALFUNCTIONS ON RWR ECM SYSTEMS SUCH AS THAWS OR TEWS	43
L42 ISOLATE MALFUNCTIONS ON TERRAIN AVOIDANCE SYSTEMS	30
L43 ISOLATE MALFUNCTIONS ON TERRAIN FOLLOWING SYSTEMS	31
L45 ISOLATE MALFUNCTIONS ON TIMING SYSTEMS	31
M20 ISOLATE MALFUNCTIONS ON DIGITAL LINKAGE CONTROL PANELS	38
M50 TRANSLATE COMPUTER LANGUAGE PROGRAMS	31
P15 ADJUST CARD READERS	31
P51 ADJUST INERTIAL NAVIGATION SYSTEMS	41
P55 ADJUST LANDMASS GANTRY DRIVE SYSTEMS	48
Q6 BENCH CHECK ANALOG-TO-DIGITAL CONVERTER SYSTEMS	31

TABLE 22

TASKS EXCLUSIVE TO THE 341X2 CAREER LADDER  
PERFORMED BY 30 PERCENT OR MORE OF FIRST ENLISTMENT PERSONNEL

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G31 OPERATE CASSETTE TAPE UNITS	43
G52 OPERATE FIRE CONTROL ECM SYSTEMS	39
G53 OPERATE FIRE CONTROL HAND CONTROLS	54
G54 OPERATE FIRE CONTROL RADARS	42
G74 OPERATE MULTI-CHANNEL RECORDERS	39
G75 OPERATE PAPER TAPE PREPARATION UNITS	39
I32 ISOLATE MALFUNCTIONS ON MULTI-CHANNEL RECORDERS	31
K37 ISOLATE MALFUNCTIONS ON SIMULATED MANUAL JAMMING SYSTEMS	34
L10 ISOLATE MALFUNCTIONS ON CHAFF DISPENSER ECM SYSTEMS	38
L15 ISOLATE MALFUNCTIONS ON FLARE ECM SYSTEMS	44
L38 ISOLATE MALFUNCTIONS ON SIMULATED AUTOMATIC JAMMING SYSTEMS	40
L39 ISOLATE MALFUNCTIONS ON SIMULATED MANUAL JAMMING SYSTEMS	39
L44 ISOLATE MALFUNCTIONS ON THREAT DISPLAY ECM SYSTEMS	37
P36 ADJUST FIRE CONTROL SYSTEMS	45
P65 ADJUST MULTI-CHANNEL TAPE RECORDERS	50
P140 ALIGN VIDEO TARGET GENERATION SYSTEMS	42
Q12 BENCH CHECK COMPARATORS OR DISCRIMINATORS	47

TABLE 23

TASKS EXCLUSIVE TO THE 341X7 CAREER LADDER  
PERFORMED BY 30 PERCENT OR MORE OF FIRST ENLISTMENT PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
E16 PREPARE TECHNICAL ORDER SYSTEM PUBLICATION IMPROVEMENT REPORT AND REPLY FORMS (AFTO FORM 22)	31
F31 NORMALIZE COMMUNICATION SYSTEMS	83
F32 NORMALIZE STATUS AND COMMAND SYSTEMS	63
G16 MANUALLY PUNCH PAPER TAPES	48
H1 OPERATE AIR COMPRESSOR SYSTEMS	48
H2 OPERATE AUDIO CLOCKS	37
H6 OPERATE BUFFERS	52
H9 OPERATE EMERGENCY AIR CONDITIONING SYSTEMS	31
H10 OPERATE LAUNCH CONTROL SYSTEMS	65
H11 OPERATE LAUNCH ENABLE SYSTEMS	62
H12 OPERATE MAINTENANCE STATUS REPORTING SYSTEMS	33
H14 OPERATE MISSILE FAULT LOCATOR SYSTEMS	42
H16 OPERATE OR PERFORM EQUIPMENT EMERGENCY SHUTDOWN PROCEDURES	83
H17 OPERATE OR PERFORM EQUIPMENT SHUTDOWN PROCEDURES	94
H18 OPERATE OR PERFORM EQUIPMENT STARTUP PROCEDURES	92
H19 OPERATE PUBLIC ADDRESS (PA) SYSTEMS	44
H21 OPERATE SIGNAL DATA RECORDERS	69
H26 OPERATE VOICE REPORTING ASSEMBLY SYSTEMS	35
H27 OPERATE 465L SYSTEMS	79
H28 OPERATE 487L SYSTEMS	60
I33 ISOLATE MALFUNCTIONS ON PAPER TAPE PREPARATION UNITS	56
I34 ISOLATE MALFUNCTIONS ON PAPER TAPE UNITS	60
M51 WRITE FLOW CHARTS	31
N1 ISOLATE MALFUNCTIONS ON AIR COMPRESSOR SYSTEMS	35
N2 ISOLATE MALFUNCTIONS ON AUDIO CLOCKS	44
N3 ISOLATE MALFUNCTIONS ON AUDIO HAZARD ALARM SYSTEMS	50
N4 ISOLATE MALFUNCTIONS ON BATTERY POWER SUPPLIES	35
N5 ISOLATE MALFUNCTIONS ON BUFFERS	58
N6 ISOLATE MALFUNCTIONS ON CABLE PRESSURE ALARM SYSTEMS	31
N8 ISOLATE MALFUNCTIONS ON EMERGENCY AIR CONDITIONING SYSTEMS	38
N9 ISOLATE MALFUNCTIONS ON LAUNCH CONTROL SYSTEMS	77
N10 ISOLATE MALFUNCTIONS ON LAUNCH ENABLE SYSTEMS	73
N11 ISOLATE MALFUNCTIONS ON MISSILE FAULT LOCATOR SYSTEMS	44
N14 ISOLATE MALFUNCTIONS ON PA SYSTEMS	60
N15 ISOLATE MALFUNCTIONS ON SHOCK ISOLATOR SYSTEMS	52
N16 ISOLATE MALFUNCTIONS ON SIGNAL DATA RECORDERS	79
N17 ISOLATE MALFUNCTIONS ON SIMULATED FACILITY SYSTEMS	35
N18 ISOLATE MALFUNCTIONS ON UNIVAC 1532 INPUT OR OUTPUT CONSOLES	35
N21 ISOLATE MALFUNCTIONS ON VOICE MESSAGE SYNTHESIZERS	63
N22 ISOLATE MALFUNCTIONS ON VOICE REPORTING ASSEMBLY SYSTEMS	33
N23 ISOLATE MALFUNCTIONS ON 465L SYSTEMS	85
N24 ISOLATE MALFUNCTIONS ON 487L SYSTEMS	62
O6 RECONFIGURE MISSILE PROCEDURES TRAINERS	48
P9 ADJUST AUDIO CLOCKS	35
P21 ADJUST COMPUTER MEMORY BIT REGISTERS	38
P33 ADJUST DRIVE CURRENTS	46
P70 ADJUST PA SYSTEMS	52
P71 ADJUST PAPER TAPE PREPARATION UNITS	48
P97 ADJUST TAPE PUNCH UNITS	77
P98 ADJUST TAPE READERS	94
P99 ADJUST TAPE RECORDERS	37
P100 ADJUST TAPE TRANSPORTS OR HANDLERS	42
P102 ADJUST TELEPRINTERS	33
P109 ADJUST VOICE MESSAGE SYNTHESIZERS	54
P114 ADJUST 465L SYSTEMS	56
Q46 BENCH CHECK 465L SYSTEMS	37

TABLE 24

TASKS EXCLUSIVE TO THE 341X1 CAREER LADDER  
PERFORMED BY 30 PERCENT OR MORE OF FIRST ENLISTMENT PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
G120 SERVE AS INSTRUCTOR PILOT DURING SIMULATOR MISSIONS	41
R1 BRIEF STUDENTS OR PILOTS ON SIMULATED TRAINING MISSIONS	62
R2 BRIEF STUDENTS OR PILOTS ON STUDY REQUIREMENTS FOR NEXT SCHEDULED TRAINER FLIGHT	43
R6 CRITIQUE STUDENTS OR PILOTS ON TRAINING MISSIONS	59
R7 DEMONSTRATE INSTRUMENT TRAINER FLIGHT OPERATIONS OR MANEUVERS	58
R8 EVALUATE STUDENT OR PILOT PERFORMANCE	57
R9 FLY PROFICIENCY TRAINING MISSIONS ON INSTRUMENT TRAINERS	42
R10 INSTRUCT OR DEMONSTRATE AIR ROUTE TRAFFIC CONTROL (ARTC) PROCEDURES	46
R11 INSTRUCT OR DEMONSTRATE ALTITUDE CONTROL PROCEDURES	51
R12 INSTRUCT OR DEMONSTRATE APPLICATION OF FLIGHT MANUALS OR REGULATIONS TO INSTRUMENT OPERATIONS	45
R13 INSTRUCT OR DEMONSTRATE BASIC FLIGHT MANEUVERS	52
R14 INSTRUCT OR DEMONSTRATE BASIC INFORMATION ON NAVIGATIONAL AIDS SUCH AS LOCATION, RANGES OR IDENTIFIERS	58
R15 INSTRUCT OR DEMONSTRATE COCKPIT CHECK PROCEDURES	55
R16 INSTRUCT OR DEMONSTRATE CONFIDENCE MANEUVERS	49
R17 INSTRUCT OR DEMONSTRATE CONSOLE PANEL OPERATION TECHNIQUES OR PROCEDURES	51
R18 INSTRUCT OR DEMONSTRATE DEPARTURE PROCEDURES	59
R19 INSTRUCT OR DEMONSTRATE DME PROCEDURES	46
R20 INSTRUCT OR DEMONSTRATE ENROUTE DESCENT PROCEDURES	46
R21 INSTRUCT OR DEMONSTRATE FIX-TO-FIX NAVIGATION PROCEDURES	59
R22 INSTRUCT OR DEMONSTRATE FLIGHT DIRECTOR OPERATIONS	32
R24 INSTRUCT OR DEMONSTRATE GROUND CONTROLLED APPROACH (GCA) PROCEDURES	54
R26 INSTRUCT OR DEMONSTRATE GROUND OR AIRBORNE EQUIPMENT CHECKPOINT PROCEDURES	30
R27 INSTRUCT OR DEMONSTRATE HOLDING OR STACKING PROCEDURES	54
R28 INSTRUCT OR DEMONSTRATE ILS PROCEDURES	39
R29 INSTRUCT OR DEMONSTRATE INFLIGHT CHECK PROCEDURES	48
R30 INSTRUCT OR DEMONSTRATE INSTRUMENT CHECK PROCEDURES	46
R32 INSTRUCT OR DEMONSTRATE INSTRUMENT PANEL CROSS CHECK TECHNIQUES OR PROCEDURES	52
R34 INSTRUCT OR DEMONSTRATE MISSED APPROACH PROCEDURES	58
R35 INSTRUCT OR DEMONSTRATE PENETRATION AND APPROACH PROCEDURES	61
R36 INSTRUCT OR DEMONSTRATE RADAR APPROACH CONTROL (RAPCON) PROCEDURES	41
R37 INSTRUCT OR DEMONSTRATE RADIO FAILURE PROCEDURES	33
R38 INSTRUCT OR DEMONSTRATE RATED AND TIMED TURNS OR TURNS USING MAGNETIC COMPASSES	41
R43 INSTRUCT OR DEMONSTRATE TAKE-OFF PROCEDURES	55
R44 INSTRUCT OR DEMONSTRATE TOWER OR GROUND PROCEDURES	55
R45 INSTRUCT OR DEMONSTRATE UNUSUAL ALTITUDE RECOVERIES	54
R47 INSTRUCT OR DEMONSTRATE VERY HIGH FREQUENCY OMNIRANGE (VOR) PROCEDURES	49
R50 INSTRUCT STUDENTS OR PILOTS ON SETTING UP OPERATION OR USE OF INSTRUMENT TRAINERS	48
R51 MAKE STUDY REFERENCE RECOMMENDATIONS FOR IMPROVING STUDENT OR PILOT PERFORMANCE	39
R53 PREPARE STUDENT GRADE REPORTS	42
R55 RESEARCH AIR FORCE REGULATIONS OR MANUALS	46
R56 RESEARCH COMMAND REGULATIONS OR MANUALS	39
R57 RESEARCH FEDERAL AVIATION AGENCY (FAA) REGULATIONS	45
R58 RESEARCH FLIPS	43

## COMPARISON OF AFR 39-1 SPECIALTY DESCRIPTIONS

In evaluating the AFR 391 specialty descriptions of each ladder in the Training Devices career field, it became apparent that similar wording was being used to describe the duties and responsibilities of each specialty. As illustrated in Table 25, each paragraph in the Duties and Responsibilities section of the 3-/5-skill level specialty descriptions for each career ladder begin with essentially the same key italicized wording. The Specialty Summary is also essentially the same for each of the 3-/5-skill level descriptions. Although the paragraphs are not as closely aligned in the 7-skill level specialty descriptions, Table 25 shows that they too, are very similar in wording. Only the type of equipment maintained or operated changes from one description to the next.

The fact that the AFR 39-1 specialty descriptions for the ladders in the Training Devices career field describe similar duties and responsibilities is not to imply that the jobs are essentially the same. Rather the question should be raised as to whether these jobs should be classified as seven distinct specialties, each requiring an AFSC, or whether there should be fewer specialties within the career field. As these descriptions are currently written, there does not appear to be sufficient differentiation in job functions between the specialties to justify separate AFSCs. If these career ladders are to remain separate, specialty descriptions need to be written that emphasize the distinct and unique duties and responsibilities of each career ladder that were pointed out in the Occupational Survey Report for each of these specialties.

This similarity in job function displayed in the AFR 39-1 specialty descriptions has already been illustrated in the career field structure and the analysis of task performance. It is also evident in the construction of Specialty Training Standards.

TABLE 25  
KEY ITALICIZED WORDING FROM THE AFR 39-1 SPECIALTY DESCRIPTIONS FOR EACH CAREER LADDER  
IN THE AFS 341XX TRAINING DEVICES CAREER LADDER

<u>3-5-SKILL LEVEL DESCRIPTIONS</u>	<u>341X1</u>	<u>341X2</u>	<u>341X3</u>	<u>341X4</u>	<u>341X5</u>	<u>341X6</u>	<u>341X7</u>
PARAGRAPH A	PERFORMS MAINTENANCE.	PERFORMS PREVENTIVE MAINTENANCE	PERFORMS PREVENTIVE MAINTENANCE	PERFORMS PREVENTIVE MAINTENANCE	PERFORMS PREVENTIVE MAINTENANCE	PERFORMS PREVENTIVE MAINTENANCE	PERFORMS PREVENTIVE MAINTENANCE
PARAGRAPH B	INSTALLS AND REPAIRS	INSTALLS, ADJUSTS, AND MODIFIES	INSTALLS, ADJUSTS, AND MODIFIES	INSTALLS, ADJUSTS, AND MODIFIES	INSTALLS, MODIFIES, AND REPAIRS	INSTALLS, TROUBLESHOOTS, AND REPAIRS	REPAIRS, ADJUSTS, TROUBLESHOOTS, AND MODIFIES
PARAGRAPH C	OPERATES AND INSTRUCTS	OPERATES	OPERATES	OPERATES	OPERATES	OPERATES	OPERATES
PARAGRAPH D	SUPERVISES	SUPERVISES	SUPERVISES	SUPERVISES	SUPERVISES	SUPERVISES	SUPERVISES
<u>7-SKILL LEVEL DESCRIPTIONS</u>							
PARAGRAPH A	ADVISES ON TECHNICAL PROBLEMS OF INSTALLATION, OPERATION, AND REPAIR	INSPECTS AND MAINTAINS	INSPECTS AND MAINTAINS	INSPECT AND MAINTAINS	ADVISES ON TECHNICAL PROBLEMS OF INSTALLATION, OPERATION, AND REPAIR	ADVISES ON TECHNICAL PROBLEMS OF INSTALLATION, OPERATION, AND REPAIR	INSPECTS AND MAINTAINS
PARAGRAPH B	INSTALLS, REPAIRS, OVERHAULS, AND MODIFIES	INSTALLS, REPAIRS, OVERHAULS, AND MODIFIES	TROUBLESHOOTS, AND REPAIRS	TROUBLESHOOTS, AND REPAIRS	INSTALLS, TROUBLESHOOTS, AND REPAIRS	INSTALLS, TROUBLESHOOTS, AND REPAIRS	INSTALLS, REPAIRS, TROUBLESHOOTS, OVERHAUL, AND MODIFIES
PARAGRAPH C	INSPECTS	OPERATES	MODIFIES AND INSTALS	INSTALS, ADJUSTS, AND MODIFIES	INSPECTS	INSPECTS	OPERATES
PARAGRAPH D	OPERATES	SUPERVISES	SUPERVISES	OPERATES	OPERATES	OPERATES	SUPERVISES
PARAGRAPH E	SUPERVISES	SUPERVISES	SUPERVISES	SUPERVISES	SUPERVISES	SUPERVISES	SUPERVISES

## COMPARISON OF THE TRAINING DEVICES SPECIALTY TRAINING STANDARDS (STS) FOR SIMILARITIES AND DIFFERENCES

A comparison of similarities and differences of STS tasks and knowledges across all ladders of the Training Devices career field was also accomplished. Since a comparison of each STS to the survey data was conducted and reported previously in the career ladder Occupational Survey Reports, this section will not readdress the findings.

Table 26 lists the similarities in the STS paragraphs for the various Training Devices career ladders. As is illustrated, the first 10 paragraphs are essentially the same for each specialty. Further similarities can also be noted, especially among the flight simulator and navigation/tactics career ladders. It appears that all the specialties possess certain common areas in which similar training is required, thus providing further evidence to substantiate the need for consolidation of some of the AFSCs in this career field.

Of course, each career ladder STS contains tasks and knowledges unique to that specialty. It is not within the scope of this report to determine whether these tasks and knowledges are appropriate for inclusion in the STS or whether they would be more appropriate in an AF Form 797, Job Proficiency Guide. That is a decision for training managers to make in cooperation with the major using agencies of Training Devices personnel. However, there is little question that like the AFR 39-1 specialty descriptions, the STS's within this career field possess a great deal of similarity in their training requirements.

TABLE 26

COMPARISON OF SPECIALTY TRAINING STANDARDS BY TASKS AND KNOWLEDGE PARAGRAPHS  
FOR CAREER LADDERS IN THE AFS 341XX TRAINING DEVICES CAREER FIELD

TASK AND KNOWLEDGE PARAGRAPHS	STS PARAGRAPH NUMBER							
	<u>341X1</u>	<u>341X2</u>	<u>341X3</u>	<u>341X4</u>	<u>341X5</u>	<u>341X6</u>	<u>341X7</u>	
CAREER LADDER PROGRESSION	1	1	1	1	1	1	1	
SECURITY	2	2	2	2	2	2	2	
TRAINING DEVICES SAFETY	3	3	3	3	3	3	3	
TECHNICAL ORDERS	4	4	4	4	4	4	4	
SUPPLY RESPONSIBILITIES	5	7	5	5	5	5	5	
SUPERVISION AND TRAINING	6	5	6	6	6	6	6	
Maintenance MANAGEMENT, INSPECTION SYSTEMS AND FORMS	7	6	7	7	7	7	7	
CLASS I TRAINER EQUIPMENT INVENTORY, UTILIZATION, AND STATUS REPORTING	8	8	8	8	8	8	8	
TOOLS AND TEST EQUIPMENT	9	9	9	9	9	9	10	
ELECTRONIC PRINCIPLES	10	10	10	10	10	10	9	
AERODYNAMICS OF FLIGHT	11	-	11	11	-	-	-	
AIRCREW TRAINING DEVICES (ATD) CONFIGURATION	-	-	12	12	11	11	12*	
ATD CIRCUITS AND COMPONENTS	22/23	11	13	13	12	13	-	
Maintenance OF ATDs	26	18	-	19	15	16	-	
OPERATE ATD CONSOLES	15	19	15	16	14	15	-	
* MISSILE PROCEDURES TRAINER CONFIGURATION								
TOTAL NUMBER OF STS PARAGRAPHS PER LADDER		<u>341X1</u>	<u>341X2</u>	<u>341X3</u>	<u>341X4</u>	<u>341X5</u>	<u>341X6</u>	<u>341X7</u>
26	19	17	19	15	15	16	16	72

**COMPARISON OF CURRENT SURVEYS TO THE PREVIOUS SURVEYS  
FOR AFSCs 341X3, 341X4, 341X5, and 341X6**

In March 1974, an Occupational Survey Report was published covering the AFS 342X0 Flight Simulator, and AFS 343X0 Navigation/Bomb/Tactics Trainer career ladders. In April 1976, these two specialties were split to form the Analog and Digital Flight Simulator, and the Analog and Digital Navigation/Tactics Training Devices career ladders. Since this reorganization has made individual survey comparison very difficult, the four current surveys were compared as one to the previous survey and is included in this addendum.

Sample sizes for both surveys were representative. There were 1,166 respondents representing 67 percent of the career ladders' population in the previous survey. There were 1,334 respondents from the four AFSCs in the current survey, or 76 percent of the total assigned population.

Although there is little resemblance in career ladder structure between the two surveys, one factor has remained stable over time. In both studies, personnel tended to group by the type of equipment operated or maintained. In the first survey, it was by type of aircraft simulator. In the current survey, it was by computer type (analog or digital) of the simulator system. This tendency to group by computer type was also noted in the 1974 survey. It was realized then that as the fully integrated flight and navigation/tactics mission simulators entered the Air Force inventory the distinction between the separate jobs of the flight simulator personnel and the navigation/tactics trainer personnel would become blurred. This has indeed occurred as shown by survey results.

While the job structure appears to have changed through changes in equipment, the job satisfaction levels and reenlistment intentions of these airmen have remained relatively the same. Job satisfaction levels and reenlistment intentions were high in the first survey, and if anything, may be higher in the current survey.

Overall, the analysis of these career ladders over time seems to indicate that the job structure has changed and should continue to change as new and more sophisticated simulators become operational. At the same time, however, the jobs have remained and should continue to remain challenging and satisfying to the airmen that perform them.

## SUMMARY OF RELATIVE JOB SATISFACTION

Table 27 displays the various percentages by career ladder of the responses to questions regarding job interest and perceived utilization of talents and training. As in the Occupational Survey Reports for each specialty, the percentages of responses from individuals in mission equipment maintenance AFSCs surveyed in 1977, are included for purposes of comparison.

Only the AFS 341X1 career ladder displayed lower job interest or perceived utilization of talents and training than the responses in the comparative sample. It is interesting to note that this career ladder, while classified as a maintenance specialty, actually has the majority of its personnel performing non-maintenance type jobs. It is not uncommon to find personnel that have been identified and trained for one type of job but performing in another to be dissatisfied with their work.

On the other hand, AFSCs 341X4, 341X6, and 341X7 are considerably more satisfied with their jobs than their career field contemporaries or their counterparts surveyed in 1977. No explanation for this can be given although, they do maintain newer and more sophisticated electronic equipment and perform a higher number of more difficult tasks in doing so.

Table 28 presents the responses to job interest and perceived utilization of talents and training of the first enlistment group for each career ladder. Results are similar to those described for the career ladder comparisons.

TABLE 27  
EXPRESSION OF JOB INTEREST AND PERCEIVED UTILIZATION OF TALENTS AND TRAINING  
BY 341XX CAREER LADDER GROUPS  
(PERCENT RESPONDING)

	<u>341X1 (N=185)</u>	<u>341X2 (N=137)</u>	<u>341X3 (N=483)</u>	<u>341X4 (N=415)</u>	<u>341X5 (N=159)</u>	<u>341X6 (N=277)</u>	<u>341X7 (N=96)</u>	<u>COMPARAT. AFSCs**</u>
<u>I FIND MY JOB</u>								
NO REPLY	1	*	*	*	0	*	0	0
EXTREMELY DULL TO FAIRLY DULL	17	12	10	9	11	8	8	13
SO-SO	15	14	14	6	11	5	9	16
FAIRLY INTERESTING TO EXTREMELY INTERESTING								
	67	74	76	85	78	87	83	71
<u>MY JOB UTILIZES MY TALENTS</u>								
NO REPLY	0	1	*	*	0	1	1	0
NOT AT ALL OR VERY LITTLE	29	21	19	17	18	18	12	24
FAIRLY WELL TO VERY WELL	60	70	69	69	71	68	74	66
EXCELLENTLY TO PERFECTLY	11	8	12	14	11	13	13	10
<u>MY JOB UTILIZES MY TRAINING</u>								
NO REPLY	*	*	*	*	0	0	0	0
NOT AT ALL OR VERY LITTLE	32	19	18	17	25	29	14	23
FAIRLY WELL TO VERY WELL	58	74	70	71	65	64	69	65
EXCELLENTLY TO PERFECTLY	10	7	12	12	10	7	17	12

\* INDICATES LESS THAN ONE PERCENT

\*\* BASED ON A SUMMARY OF OVER 21,800 RESPONSES FROM MISSION EQUIPMENT MAINTENANCE AFSCs SURVEYED IN 1977

TABLE 28  
EXPRESSION OF JOB INTEREST AND PERCEIVED UTILIZATION OF TALENTS AND TRAINING  
BY FIRST ENLISTMENT GROUPS IN THE 341XX CAREER FIELD  
(PERCENT RESPONDING)

	<u>341X1</u> (N=69)	<u>341X2</u> (N=53)	<u>341X3</u> (N=217)	<u>1-48 MONTHS</u> <u>TOTAL</u>	<u>ACTIVE MILITARY SERVICE</u> <u>341X4</u> (N=127)	<u>341X5</u> (N=55)	<u>341X6</u> (N=100)	<u>341X7</u> (N=52)	<u>COMPARATIVE</u> <u>AFSCs**</u>
<u>I FIND MY JOB</u>									
NO REPLY	1	2	*	0	0	0	0	0	0
EXTREMELY DULL TO FAIRLY DULL	19	17	10	6	13	9	11	11	17
SO-SO	16	11	15	4	13	3	12	12	21
FAIRLY INTERESTING TO EXTREMELY INTERESTING	64	70	75	90	74	88	77	77	62
<u>MY JOB UTILIZES MY TALENTS</u>									
NO REPLY	0	2	0	1	0	0	2	2	0
NOT AT ALL OR VERY LITTLE	35	26	22	19	18	19	19	19	32
FAIRLY WELL TO VERY WELL	59	65	67	72	71	70	68	68	64
EXCELLENTLY TO PERFECTLY	6	9	11	8	11	11	11	11	4
<u>MY JOB UTILIZES MY TRAINING</u>									
NO REPLY	1	0	0	0	0	0	0	0	0
NOT AT ALL OR VERY LITTLE	30	17	22	20	24	30	19	19	26
FAIRLY WELL TO VERY WELL	60	79	69	73	69	68	66	66	67
EXCELLENTLY TO PERFECTLY	9	4	9	7	7	2	15	15	7

\* INDICATES LESS THAN ONE PERCENT

\*\* BASED ON A SUMMARY OF OVER 9900 RESPONSES FROM FIRST ENLISTMENT PERSONNEL IN MISSION EQUIPMENT MAINTENANCE AFSCs SURVEYED IN 1977

## A CORRELATION OF CAREER FIELD TRENDS WITH OCCUPATIONAL SURVEY RESULTS

At this time, there are a number of independent factors bearing on this career field that have created a certain amount of turmoil and uncertainty among the personnel assigned to operate and maintain Air Force training devices. This section will review the principle highlights of the survey results for each career ladder and discuss them in relation to the current trends affecting the career field.

In the case of AFS 341X1 Instrument Trainer personnel, the majority were found to be performing primarily as instructor operators and not as equipment maintainers. Although they receive six weeks of resident electronic principles training, they show the least utilization of this training of any Training Devices career ladder as reported in the Occupational Survey Report, Summary for AFSCs Trained In Electronic Principles at Chanute AFB, published in February 1978. The inability of AFS 341X1 personnel to fully utilize their electronic principles training does not show proper utilization of training resources. In addition, the introduction of the Undergraduate Pilot Training - Instrument Flight Simulator has severely impacted on jobs performed by these airmen. Currently maintained by either contractor or AFS 341X4 personnel, and operated by either contractor or civilian federal employees, the instrument flight simulator does not require Instrument Trainer personnel. It has also severely reduced the use of the old instrument trainers which do require them. Discussions with personnel in the field indicate the instrument trainers will, in the near future, be either replaced by a new digital trainer maintained by AFS 341X4 personnel and operated by a rated pilot or just abandoned altogether. In any case, it appears there will be very little left on which to justify a separate career ladder for this specialty.

AFS 341X2 Defensive System Trainer personnel displayed a high degree of task commonality with other AFSCs operating and maintaining aircrew training devices, especially with AFS 341X6 Digital Navigation/Tactics Training Devices personnel. Although there is insufficient data for recommending combination of this specialty with another AFSC, consideration should be given to including this career ladder in any discussions involving reorganization of the aircrew training devices career ladders (AFSCs 341X3, 341X4, 341X5, and 341X6) since the defensive system trainers are also aircrew training devices.

As with AFS 341X1 personnel, airmen assigned as AFS 341X3 Analog Flight Simulator personnel face an uncertain future. As the analog flight simulators are replaced with the more sophisticated digital mission simulators, the requirement for these individuals will steadily decrease. This is currently reflected in the projected resident course load of only 20 students during FY 79 and none for FY 80. If the career ladder is programmed for elimination, it is best to consider now, where in the classification system these airmen should be placed and whether training prior to reclassification will be necessary. Conversations with personnel in the field incite an awareness of the situation.

A solution probably best for moral would be a classification change as soon as possible and a manning of 341X3 positions by special experience identifier (SEI) until the positions are deleted.

The situation looks much better for airmen in the AFS 341X4 Digital Flight Simulator career ladder. As the new digital mission simulators enter the Air Force inventory, the manning of this specialty will increase. Since this career ladder will soon be the largest specialty in the career field, it should serve as the basic ladder for any classification action that might result in specialty shredouts.

Like the analog flight simulators, analog navigation/tactics training devices are rapidly being replaced by newer digital systems. Consequently, the requirement for AFS 341X5 Navigation/Tactics Training Devices personnel will also decrease. Only 11 are projected for training during the FY 79-80 time frame. Any decisions made concerning the AFS 341X3 career ladder would also apply to this specialty.

The manning of the AFS 341X6 Digital Navigation/Tactics Training Devices career ladder should also increase as the new digital training devices replace the old analog systems. However, in April 1977, at the Career Field 341XX Review Conference held at Chanute AFB, Ill., representatives from TAC recommended that AFSCs 341X4 and 341X6 be combined because of the high similarity in the utilization of these personnel. Survey data supports this recommendation. The tasks performed and the percent of time spent on those tasks was so similar that the two AFSCs could not be distinguished separately in the career field job cluster analysis. Identification of job types within each AFSC required separate cluster diagrams. This concept is also supported by conversations with field supervisors who readily admit that they often use AFS 341X4 and 341X6 personnel interchangeably.

AFS 341X7 Missile Trainer personnel, while not performing maintenance on air crew training devices, still possess a great deal of task commonality with the other ladders in the career field, especially those maintaining digital computer systems. Although there is insufficient evidence to suggest this career ladder could be combined with another aircrew training devices career ladder, survey data does support this specialty as a shredout of a more broadly named digital training devices AFSC that would also include AFSCs 341X2, 341X4, and 341X6.

There is little question that with over 200 new simulators and training devices on order and scheduled to enter the inventory over the next four years that the Training Devices career field is in a rapid state of change. As electronic technology has advanced and new training devices replace the old, the differences in the jobs performed within the various career ladders have become less distinguishable. The time for a hard look at restructuring this career field has arrived. Career field managers should review the situation, apply the information available to them, and resolve the existing problems as soon as possible so the high moral, job satisfaction, and job performance of the airmen in the Training Devices career field will be maintained.

## IMPLICATIONS

In the analysis of the survey data, it was found that the Training Devices career field is composed, for the most part, of fairly homogeneous, reasonably satisfied individuals whose job is to operate and maintain aircrew and missile training devices. There is a high degree of commonality across all the career ladders in the areas of performing preventive maintenance, operating training devices, and general malfunction isolation procedures. There are also distinguishing differences among the career ladders, especially in the areas of performing instructor operator duties and in the operation and maintenance of equipment unique to each career ladder. The implications of such findings are many and varied.

Certainly, there is sufficient occupational survey data, coupled with agreement among major users, to recommend consolidation of the AFS 341X4 and AFS 341X6 career ladders. The future of the jobs in these specialties is assured, and as more and more training devices utilizing digital computers enter the Air Force inventory, the necessity of having knowledge in this newer technology in order to adequately function at the 9-skill level will surely be an advantage to the individuals now maintaining digital equipment. What then of the other airmen in the career field? As the analog training devices are replaced by digital systems, what will happen to these personnel? During this transition period, should the AFS 341X1, AFS 341X3, AFS 341X5 remain distinct specialties until the changeover is complete? Should all the aircrew training devices be combined now and instrument flight and analog simulator positions identified through either a specialty shredout or a special experience identifier (SEI)? Is the defensive system trainer an aircrew training device and is there enough similarity in the jobs performed by AFS 341X2 airmen to consider this AFSC in any plans concerning the ladders maintaining aircrew training devices? Is the Missile Trainer career ladder really so different and unique that it should remain a separate AFSC; or should it be a specialty shredout of a digital training devices career ladder; or could the job be performed by airmen from an aircrew training devices career ladder?

There is little doubt that much time and considerable effort on the part of everyone concerned with this career field will be needed to answer these questions. A comprehensive plan to provide stability and order to personnel management during this period of equipment transition must be formulated and implemented as soon as possible to minimize personnel turmoil, insure that the technical training center will provide the students with the quality training necessary to perform the job in the field, and to especially maintain the high degree of job satisfaction currently exhibited by the airmen now serving in the Training Devices career field.